Organisations as social systems: a study into the necessary systemic conditions for the occurrence of 'Social Resonance' to ecological issues in organisations

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Awarding institution:
Coventry University

APPENDICES

Organisations as social systems – An investigation into the necessary systemic conditions for 'social resonance' to ecological issues in organisations

Submitted by Stefan Bungart

List of Appendices

Company Report Analysis

Questionnaire Survey

Appendix 1

Standard Industrial Classification Codes

APPENDIX 1

SIC Codes (Standard Industrial Classification)

Class 0	Agriculture, Forestry and Fishery
Class 1	Energy and Water Industries
Class 2	Extraction of Minerals and Ores, Manufacture of Metals, Mineral Products and Chemicals
Class 3	Engineering and Vehicle Industries
Class 4	Other Manufacturing Industries
Class 5	Construction
Class 6	Distribution, Hotels, Catering, and Repairs
Class 7	Transport and Communication
Class 8	Banking, Finance, Insurance, Business Services and Leasing
Class 9	Other Services
Class 10	Public Sector Codes

Appendix 2

UK Code Families 'Community'

UK Code Families 'Employees'

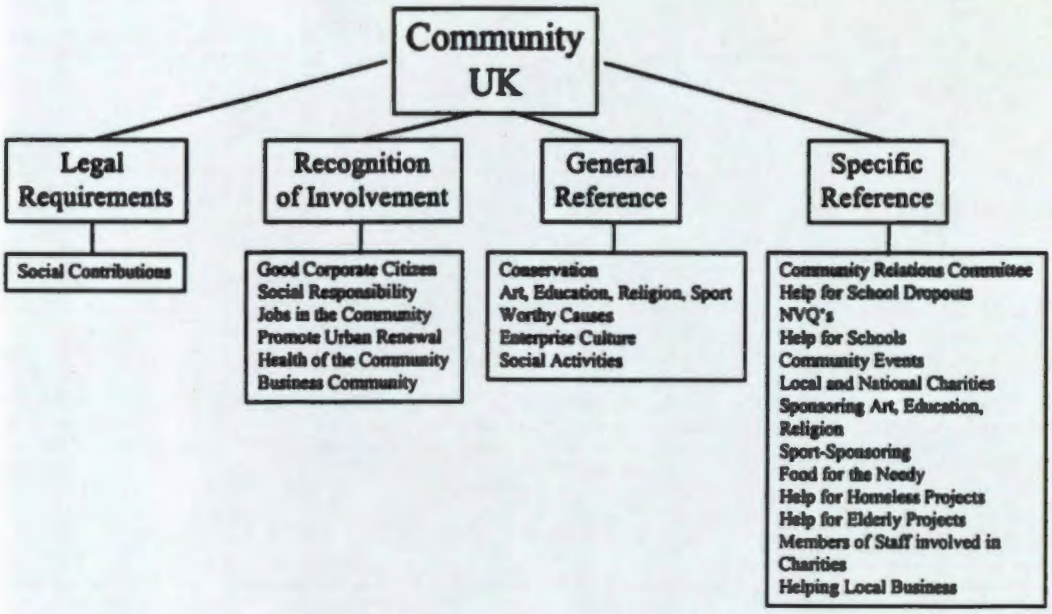
UK Code Families 'Environment'

UK Code Families 'Profit'

APPENDIX 2

UK Code Families

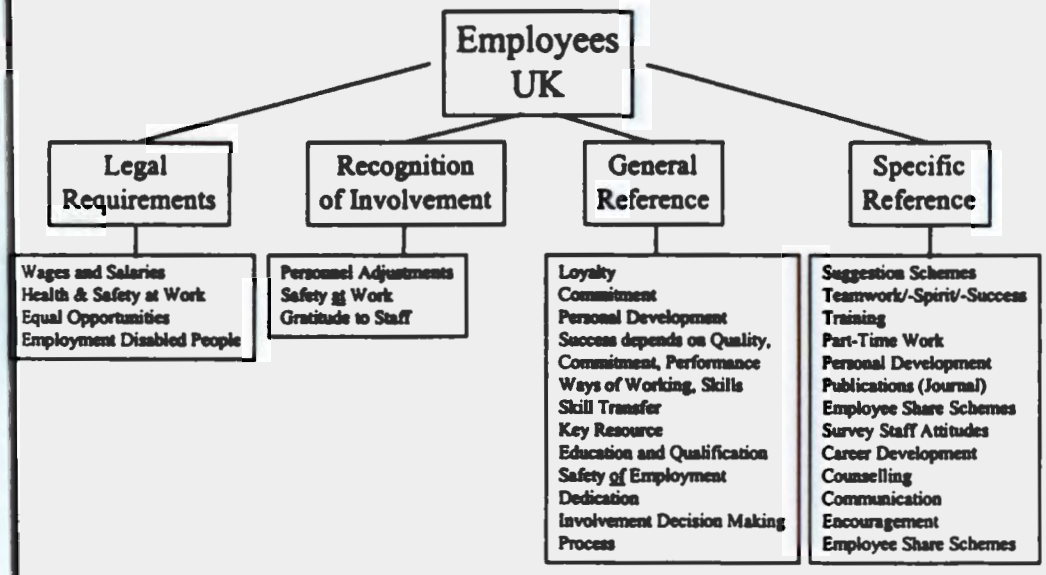
Community



APPENDIX 2 continued

UK Code Families

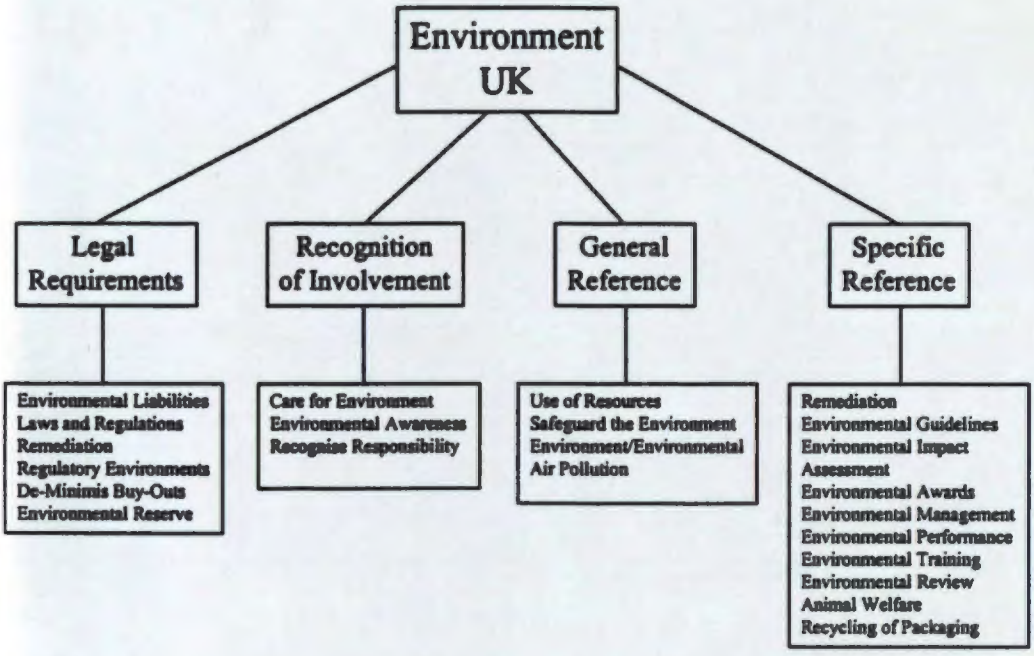
Employees



APPENDIX 2 continued

UK Code Families

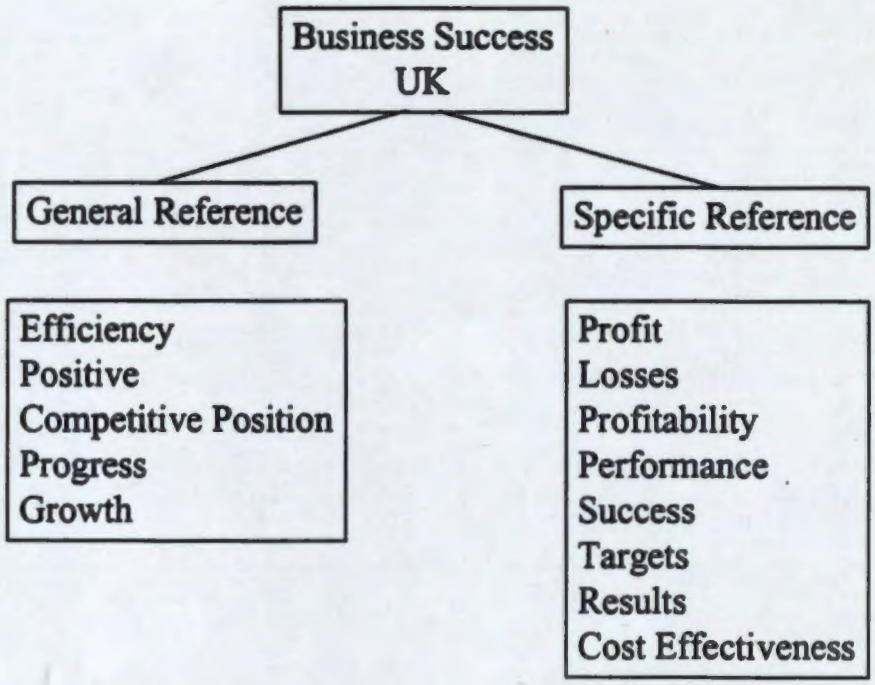
Enivronment



APPENDIX 2 continued

UK Code Families

Profit



Appendix 3

German Code Families ‘Community’

German Code Families ‘Employees’

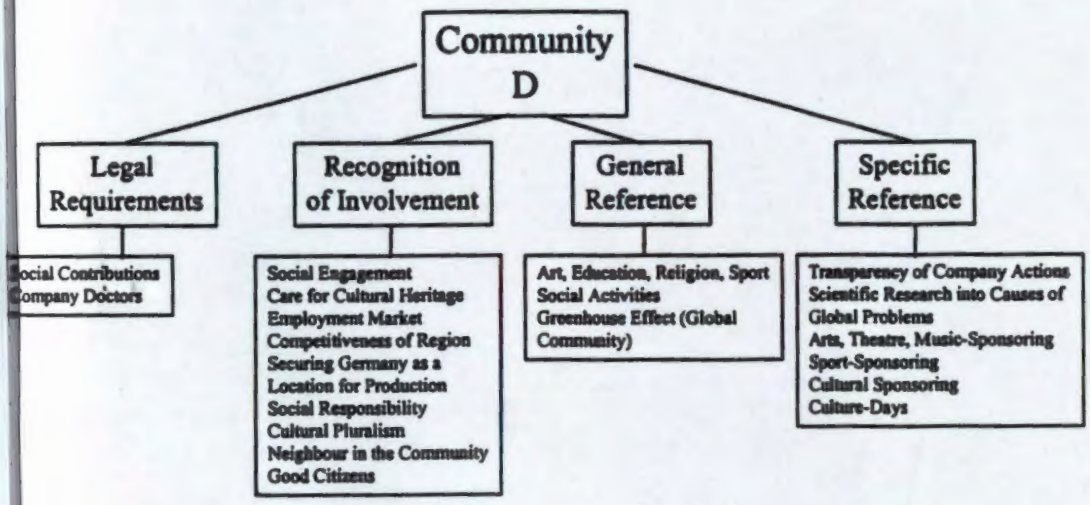
German Code Families ‘Environment’

German Code Families ‘Profit’

PPENDIX 3

erman Code Families

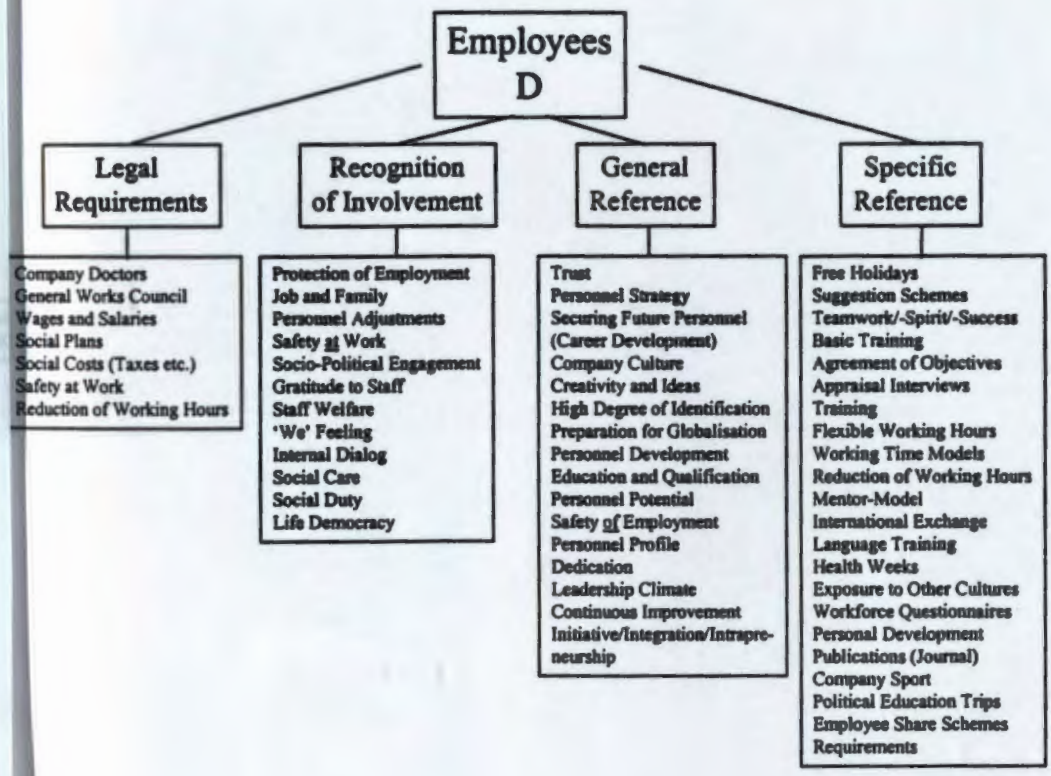
ommunity



PPENDIX 3 continued

erman Code Families

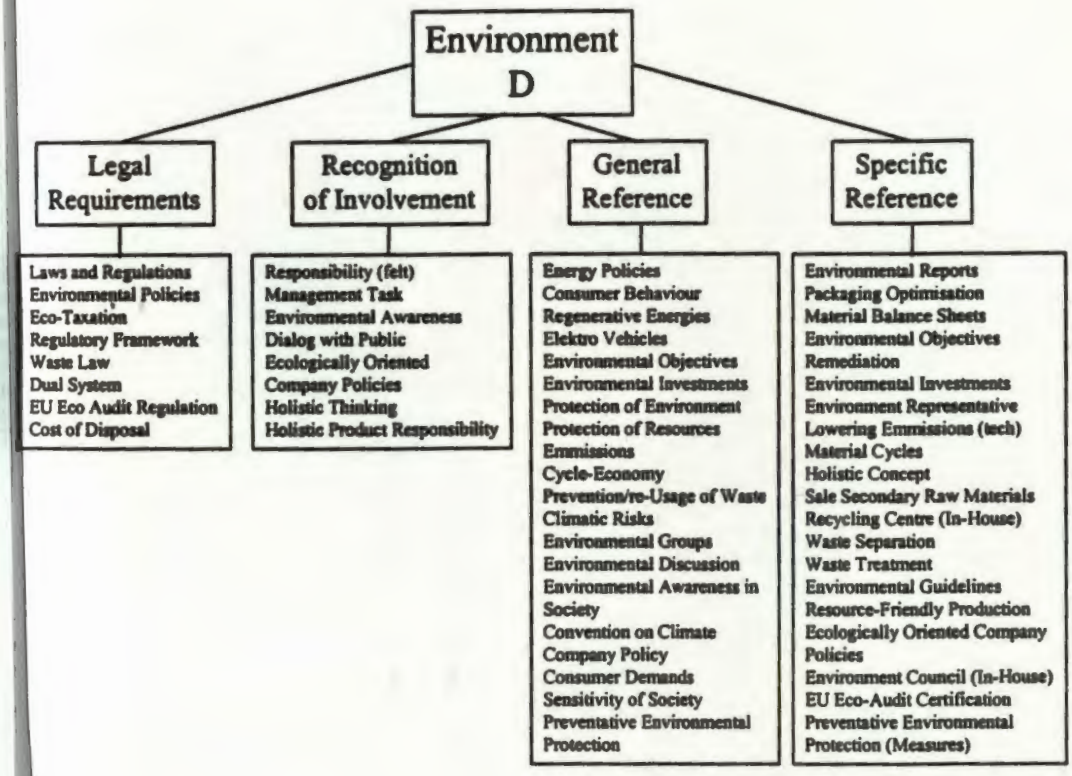
mployees



PPENDIX 3 continued

erman Code Families

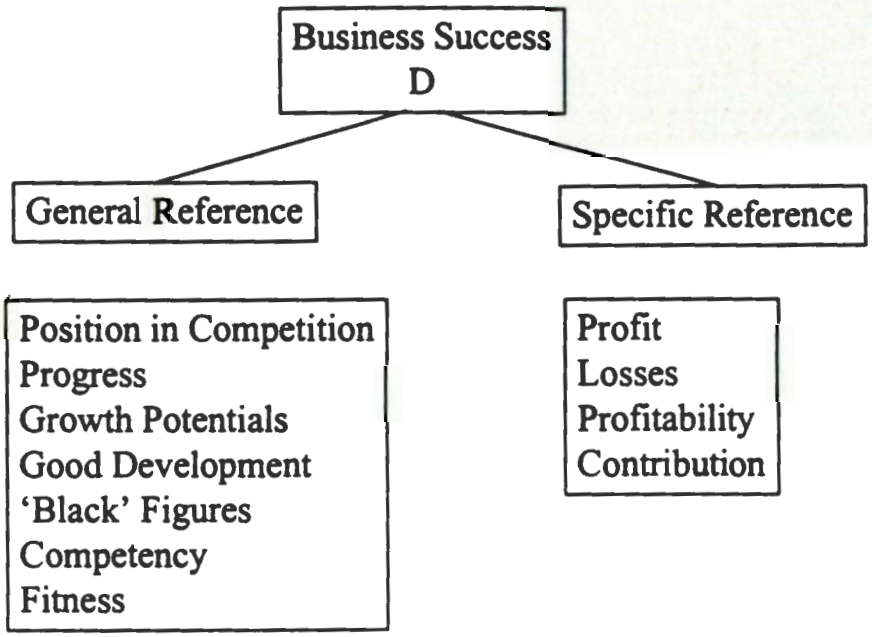
nvironment



PPENDIX 3 continued

erman Code Families

rofit



Appendix 4

Recorded Variables

Constructed Variables

APPENDIX 4

Recorded Variables

Recorded Variable	German Top 100	UK Top 100
Company Name	X	X
Position Times 1000	X	X
Industry Code Times	X	X
SIC Code	X	X
Profit	X (DM)	X (£)
Profit in Pound Sterling	X	-
Turnover	X (DM)	X (£)
Turnover in Pound Sterling	X	-
Title Chairman	X	X
Income Chairman without share capital	- (no report required)	X (£)
Title CEO	X	X
Income CEO without share capital	- (no report required)	X (£)
Cost of Staff (Total)	X (DM)	X (£)
Cost of Staff in Pound St	X (£)	-
Number of Employees Average)	X	X
Number of instances with reference to code family community in chairman's statement	X	X
Number of instances with reference to code family employees in chairman's statement	X	X
Number of instances with reference to code family environment in chairman's statement	X	X
Number of instances with reference to code family profit in chairman's statement	X	X
Number of instances with reference to code family community in CEO's statement	- (different reporting structure)	X
Number of instances with reference to code family employees in CEO's statement	- (different reporting structure)	X
Number of instances with reference to code family environment in CEO's statement	- (different reporting structure)	X

PPENDIX 4 continued

corded Variables continued

corded Variable	German Top 100	UK Top 100
mber of instances with erence to code family profit in EO's statement	- (different reporting structure)	X
mber of instances with erence to code family mmunity in separate chapters	X	X
mber of instances with erence to code family mployees in separate chapters	X	X
mber of instances with erence to code family vironment in separate apters	X	X
mber of Males on Board of ectors	X	X
mber of Females on Board of ectors	X	X
mber of Members of BOD n Title 'Sir'	X	X
mber of Members of BOD n Title 'Rt. Hon'	X	X
mber of Members of BOD n Title 'Lord'	X	X
mber of Members of BOD n Title 'Academic' (PhD or of.)	X	X

PPENDIX 4 continued

nstructed Variables

nstructed Variable	German Top 100	UK Top 100
rcentage Female/Male on BOD	X (%)	X (%)
rcentage Members of BOD with Title in tal BOD	X (%)	X (%)
tal Number of Members of BOD	X (Sum)	X (Sum)
tal Number of Members of BOD with Title	X (Sum)	X (Sum)
m of Instances with Code Family mmunity' in whole report	X (Sum)	X (Sum)
m of Instances with Code Family nployees' in whole report	X (Sum)	X (Sum)
m of Instances with Code Family vironment' in whole report	X (Sum)	X (Sum)
m of Instances with Code Family 'Profit' in ole report	X (Sum)	X (Sum)
erage Cost of Staff (Cost of Staff/Number Employees)	X (DM)	X (£)
erage Cost of Staff in Pound Sterling	X (£)	-
fitability (Profit/Turnover)	X (%)	X (%)

Appendix 5

Descriptive Statistics

PPENDIX 5

scriptives

corded Variable	Mean	Std Dev	Min	Max	N
mpany Name	-	-	-	-	100
sition Times 1000	UK 48.3 GE 40.4	UK 26.6 GE 28.9	UK 6 GE 2	UK 97 GE 98	100 100
ustry Code Times	UK 10.2 GE 15.9	UK 7.34 GE 10.2	UK 1 GE 1	UK 29 UK 30	100 100
Code	UK 6.0 GE 4.7	UK 2.4 GE 2.5	UK 1 GE 1	UK 9 GE 9	100 100
fit (mio)	UK 557	UK 630.5	UK -230	UK 2,662	100
fit in Pound Sterling io)	GE 89.5	GE 131.7	GE -65	GE 496	100
nover (mio)	UK 4,822.4	UK 5,535.4	UK 46	UK 27,845	100
nover in Pound rling (mio)	GE 10,238	GE 11,325	GE 488	GE 40,046	100
e Chairman	-	-	-	-	100
ome Chairman hout share capital 00)	UK341.5	UK247.5	UK 7	UK 1036	94
e CEO	-	-	-	-	100
ome CEO without re capital (,000)	UK 413.6	UK 205.8	UK 0	UK 931	94
st of Staff (Total) io)	UK 844.5	UK 1,098	UK 0	UK 4,430	92
st of Staff in Pound (mio)	GE 2,213	GE 3,122	GE 23	GE 15,287	91
mber of Employees verage)	UK 38,774 GE 60,809	UK 37,914 GE 90,363	UK 6 GE 1,910	UK 137,500 GE 373,000	99 100
mber of instances h reference to code nily community in airman and CEO tement	UK 1.3 GE 0.4	UK 2.4 GE 1.1	UK 0 GE 0	UK 12 GE 6	100 100
mber of instances h reference to code nily employees in airman and CEO tement	UK 4.0 GE 4.6	UK 5.6 GE 6.9	UK 0 GE 0	UK 25 GE 34	100 100
mber of instances h reference to code nily environment in airman and CEO tement	UK 0.8 GE 2.1	UK 2.0 GE 3.9	UK 0 GE 0	UK 9 GE 17	100 100
mber of instances h reference to code nily profit in chairman d CEO statement	UK 11.0 GE 5.2	UK 6.7 GE 4.3	UK 0 GE 0	UK 28 GE 17	100 100

PPENDIX 5 continued

escriptives

ecorded Variable	Mean	Std. Dev.	Min	Max	N
mber of instances th reference to code mily community in parate chapters	UK 7.1 GE 2.8	UK 9.3 GE 7.8	UK 0 GE 0	UK 43 GE 39	100 100
mber of instances th reference to code mily employees in parate chapters	UK 4.8 GE 31.1	UK 6.9 GE 18.3	UK 0 GE 0	UK 31 GE 68	100 100
mber of instances th reference to code mily environment in parate chapters	UK 6.7 GE 20.8	UK 8.0 GE 21.2	UK 0 GE 0	UK 33 GE 68	100 100
mber of Males on ard of Directors	UK 11.5 GE 8.5	UK 3.8 GE 3.7	UK 1 GE 3	UK 21 GE 17	100 100
mber of Females on ard of Directors	UK 0.71 GE 0.00	UK 0.83 GE 0.00	UK 0 GE 0	UK 3 GE 0	100 100
mber of Members of D with Title 'Sir'	UK 1.5 GE 0	UK 1.8 GE 0	UK 0 GE 0	UK 8 GE 0	100 100
mber of Members of D with Title 'Rt. Hon'	UK 0.4 GE 0.06	UK 1.0 GE 0.4	UK 0 GE 0	UK 5 GE 2	100 100
mber of Members of D with Title 'Lord'	UK 0.5 GE 0.14	UK 0.8 GE 0.43	UK 0 GE 0	UK 3 GE 2	100 100
mber of Members of D with Title ademic' (PhD or of.)	UK 0.6 GE 4.1	UK 0.8 GE 2.6	UK 0 GE 0	UK 3 GE 11	100 100

PPENDIX 5 continued

escriptives

onstructed Variable	Mean	Std. Dev.	Min	Max	N
ercentage emale/Male on BOD	UK 5.2 GE 0.0	UK 6.0 GE 0.0	UK 0 GE 0.0	UK 20 GE 0	100 100
ercentage Members of OD with Title in Total OD	UK 22.6 GE 55.1	UK 15.3 GE 27.6	UK 0 GE 0	UK 50 GE 100	100 100
otal Number of lembers of BOD	UK 12.3 GE 8.5	UK 4.4 GE 3.7	UK 1 GE 3	UK 23 GE 17	100 100
otal Number of lembers of BOD with itle	UK 3.0 GE 4.3	UK 2.6 GE 2.5	UK 0 GE 0	UK 10 GE 12	100 100
um of Instances with ode Family ommunity' in whole port	UK 8.4 GE 3.2	UK 10 GE 7.8	UK 0 GE 0	UK 49 GE 39	100 100
um of Instances with ode Family mployees' in whole port	UK 8.9 GE 35.7	UK 9.8 GE 18.0	UK 0 GE 0	UK 47 GE 74	100 100
um of Instances with ode Family nvironment' in whole port	UK 7.5 GE 23.0	UK 9.0 GE 22.0	UK 0 GE 0	UK 41 GE 77	100 100
verage Cost of Staff ost of Staff/Number f Employees)	UK 23.2 GE 42.7	UK 10.9 GE 31.2	UK 0 GE 3	UK 42.2 GE 206.1	100 100
rofitability rofit/Turnover)	UK 18.0 GE 2.7	UK 14.7 GE 9.8	UK -6.0 GE -1.4	UK 50.0 GE 58.7	100 100

Appendix 6

Regression and Correlation Analysis

APPENDIX 6

Regression and Correlation Analysis

After an initial exploratory analysis correlating all variables against all other variables using either Pearson (for continous variables) or Spearman (for discrete variables or mix of continous and discrete variables), those variable with a certain degree of correlation were identified (cutoff value for correlation 0.2) and more closely examined. The table below shows the forms and types of analyses used on the variables identified:

For the purpose of this report only those variables where identified which related to either the environment, the community, or the employees)

Variables	Sum of 'Environment'	Sum of 'Community'	Sum of 'Employees'	Regression	Correlation
Sum of 'Environment'	-	X	X	X	Spearman
Sum of 'Community'	X	-	X	X	Spearman
Sum of 'Employees'	X	X	-	X	Spearman
SIC Class	X	X	X	X	Spearman
Number of Titles on CD	X	X	X	X	Spearman
Position Times Top 1000 (Capital Empl.)	X	X	X	X	Spearman
Profitability	X	X	X	X	Spearman
Average Cost of Staff	X	X	X	X	Spearman

PPENDIX 6 continued

egression and Correlation continued

esults German sample (N=100), Listwise deletion of missing data, rounded to two decimal places

ariables ependent dependent	Sum of 'Environment'	Sum of 'Community'	Sum of 'Employees'	Correlation
m of 'Environment'	-	R = 0.00 R^2 = 0.00 Signif F = 0.97 C = 0.04 Sig = 0.82	R = 0.18 R^2 = 0.03 Signif F = 0.30 C = 0.24 Sig = 0.16	Spearman
m of 'Community'	-	-	R =0.21 R^2 = 0.04 Signif F = 0.24 C = 0.19 Sig = 0.28	Spearman
m of 'Employees'	-	-	-	Spearman
C Class	R = 0.60 R^2 = 0.36 Signif F = 0.00 C = - 0.67 Sig. = 0.0	R = 0.05 R^2 = 0.00 Signif F = 0.76 C = - 0.16 Sig. = 0.36	R = 0.27 R^2 = 0.07 Signif F = 0.12 C = - 0.24 Sig. = 0.16	Spearman
mber of Titles on D	R = 0.19 R^2 = 0.04 Signif F = 0.30 C = - 0.28 Sig = 0.10	R = 0.18 R^2 = 0.03 Signif F = 0.30 C = - 0.26 Sig. = 0.13	R = 0.17 R^2 = 0.02 Signif F = 0.33 C = 0.19 Sig = 0.28	Spearman
sition Times Top 0 (Capital Empl.)	R = 0.00 R^2 = 0.00 Signif F = 0.99 C = - 0.28 Sig = 0.10	R = 0.11 R^2 = 0.01 Signif F = 0.52 C = 0.02 Sig = 0.86	R = 0.24 R^2 = 0.06 Signif F = 0.16 C = - 0.22 Sig = 0.20	Spearman
fitability	R = 0.06 R^2 = 0.00 Signif F = 0.71 C = - 0.08 Sig = 0.63	R = 0.06 R^2 = 0.00 Signif F = 0.72 C = 0.22 Sig = 0.21	R = 0.06 R^2 = 0.00 Signif F = 0.72 C = - 0.05 Sig = 0.77	Spearman
erage Cost of Staff	R = 0.09 R^2 = 0.00 Signif F = 0.60 C = - 0.02 Sig = 0.88	R = 0.06 R^2 = 0.00 Signif F = 0.71 C = 0.24 Sig = 0.17	R = 0.12 R^2 = 0.01 Signif F = 0.48 C = - 0.04 Sig = 0.82	Spearman

PENDIX 6 continued

gression and Correlation

sults UK sample (N=100), Listwise deletion of missing data, rounded to two decimal places

riables pendent dependent	Sum of 'Environment'	Sum of 'Community'	Sum of 'Employees'	Correlation
m of 'Environment'	-	R = 0.43 R^2 = 0.19 Signif F = 0.00 C = 0.54 Sig = 0.00	R = 0.32 R^2 = 0.10 Signif F = 0.06 C = 0.30 Sig = 0.07	Spearman
m of 'Community'	-	-	R = 0.42 R^2 = 0.18 Signif F = 0.01 C = 0.44 Sig = 0.01	Spearman
m of 'Employees'	-	-	-	Spearman
C Class	R = 0.40 R^2 = 0.16 Signif F = 0.01 C = - 0.31 Sig. = 0.07	R = 0.21 R^2 = 0.04 Signif F = 0.22 C = - 0.30 Sig. = 0.07	R = 0.19 R^2 = 0.03 Signif F = 0.28 C = - 0.35 Sig. = 0.04	Spearman
mber of Titles on D	R = 0.07 R^2 = 0.00 Signif F = 0.69 C = - 0.03 Sig = 0.88	R = 0.25 R^2 = 0.06 Signif F = 0.15 C = 0.33 Sig. = 0.05	R = 0.17 R^2 = 0.02 Signif F = 0.33 C = 0.05 Sig = 0.75	Spearman
ition Times Top 0 (Capital Empl.)	R = 0.25 R^2 = 0.06 Signif F = 0.14 C = - 0.16 Sig = 0.36	R = 0.27 R^2 = 0.07 Signif F = 0.11 C = - 0.22 Sig = 0.20	R = 0.20 R^2 = 0.04 Signif F = 0.24 C = - 0.23 Sig = 0.19	Spearman
fitability	R = 0.26 R^2 = 0.07 Signif F = 0.13 C = - 0.24 Sig = 0.16	R = 0.16 R^2 = 0.03 Signif F = 0.36 C = - 0.30 Sig = 0.07	R = 0.26 R^2 = 0.07 Signif F = 0.13 C = 0.12 Sig = 0.50	Spearman
rage Cost of Staff	R = 0.26 R^2 = 0.07 Signif F = 0.15 C = 0.12 Sig = 0.49	R = 0.16 R^2 = 0.03 Signif F = 0.36 C = - 0.13 Sig = 0.48	R = 0.06 R^2 = 0.00 Signif F = 0.75 C = - 0.007 Sig = 0.97	Spearman

Appendix 7

Total Explanatory Power of the Model

PPENDIX 7

al Explanatory Power of the Model

Random Sample of 100 Top 100 Companies

Independent pendent	SIC Class + Position	SIC Class + Position + Total # Tit. BOD	SIC Class + Position + Total # Tit. BOD + Profitability	SIC Class + Position + Total # Tit. BOD + Profitability + Average Cost Staff
n of vironment'	R = 0.48 R^2 = 0.23 Signif F = 0.02	R = 0.50 R^2 = 0.25 Signif F = 0.03	R = 0.51 R^2 = 0.28 Signif F = 0.046	R = 0.57 R^2 = 0.32 Signif F = 0.048
n of mmunity'	R = 0.35 R^2 = 0.12 Signif F = 0.13	R = 0.39 R^2 = 0.15 Signif F = 0.17	R = 0.40 R^2 = 0.16 Signif F = 0.25	R = 0.52 R^2 = 0.27 Signif F = 0.10
n of ployees'	R = 0.27 R^2 = 0.05 Signif F = 0.45	R = 0.32 R^2 = 0.10 Signif F = 0.37	R = 0.33 R^2 = 0.11 Signif F = 0.49	R = 0.35 R^2 = 0.12 Signif F = 0.59

PENDIX 7 continued

l Explanatory Power of the Model

man Random Sample of 100 Top 100 Companies

Independent endent	SIC Class + Total Tit BOD	SIC Class + Avg Cost Staff + Total # Tit. BOD	SIC Class + Position + Total # Tit. BOD + Avg Cost Staff	SIC Class + Position + Total # Tit. BOD + Profitability + Average Cost Staff
n of vironment'	R = 0.61 R^2 = 0.37 Signif F = 0.00	R = 0.59 R^2 = 0.35 Signif F = 0.00	R = 0.59 R^2 = 0.35 Signif F = 0.01	R = 0.60 R^2 = 0.36 Signif F = 0.02
n of mmunity'	R = 0.20 R^2 = 0.04 Signif F = 0.53	R = 0.21 R^2 = 0.04 Signif F = 0.72	R = 0.26 R^2 = 0.07 Signif F = 0.71	R = 0.28 R^2 = 0.09 Signif F = 0.79
n of ployees'	R = 0.30 R^2 = 0.09 Signif F = 0.23	R = 0.23 R^2 = 0.05 Signif F = 0.63	R = 0.37 R^2 = 0.13 Signif F = 0.37	R = 0.37 R^2 = 0.14 Signif F = 0.49

Questionnaire Survey

Appendix 8

Chi-square Analysis German Respondents

Par Tests

Warnings

There are not enough valid cases to perform the Chi-Square Test for Highest Non-Academic Title. No statistics are computed.

hi-Square Test

requencies

Age

	Observed N	Expected N	Residual
46.00	1	1.0	.0
50.00	1	1.0	.0
53.00	1	1.0	.0
56.00	1	1.0	.0
57.00	1	1.0	.0
61.00	1	1.0	.0
Total	6		

Length of position held

	Observed N	Expected N	Residual
9.00	1	1.2	-.2
19.00	1	1.2	-.2
96.00	2	1.2	.8
108.00	1	1.2	-.2
120.00	1	1.2	-.2
Total	6		

University influenced very much

	Observed N	Expected N	Residual
4.00	5	3.0	2.0
5.00	1	3.0	-2.0
Total	6		

Work experience influences very much

	Observed N	Expected N	Residual
5.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Had strict upbringing by parents

	Observed N	Expected N	Residual
1.00	1	1.5	-.5
2.00	2	1.5	.5
3.00	2	1.5	.5
5.00	1	1.5	-.5
Total	6		

Still contact with friends from university

	Observed N	Expected N	Residual
1.00	1	1.2	-.2
2.00	1	1.2	-.2
3.00	1	1.2	-.2
4.00	1	1.2	-.2
5.00	2	1.2	.8
Total	6		

School had strict rules for punishment

	Observed N	Expected N	Residual
1.00	3	1.5	1.5
2.00	1	1.5	-.5
4.00	1	1.5	-.5
5.00	1	1.5	-.5
Total	6		

Work experience is more important than degrees

	Observed N	Expected N	Residual
3.00	1	2.0	-1.0
4.00	3	2.0	1.0
5.00	2	2.0	.0
Total	6		

School one of best in area

	Observed N	Expected N	Residual
2.00	3	2.0	1.0
4.00	1	2.0	-1.0
5.00	2	2.0	.0
Total	6		

University one of best in country

	Observed N	Expected N	Residual
2.00	1	2.0	-1.0
4.00	4	2.0	2.0
5.00	1	2.0	-1.0
Total	6		

High level of education important for career

	Observed N	Expected N	Residual
3.00	2	2.0	.0
4.00	2	2.0	.0
5.00	2	2.0	.0
Total	6		

'Right school' important for career

	Observed N	Expected N	Residual
2.00	4	2.0	2.0
3.00	1	2.0	-1.0
5.00	1	2.0	-1.0
Total	6		

'Right university' important for career

	Observed N	Expected N	Residual
2.00	3	1.5	1.5
3.00	1	1.5	-.5
4.00	1	1.5	-.5
5.00	1	1.5	-.5
Total	6		

Relationship capital invested in Board of Directors

	Observed N	Expected N	Residual
1.00	3	3.0	.0
2.00	3	3.0	.0
Total	6		

Relationship capital invested in Environmental Groups

	Observed N	Expected N	Residual
.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Relationship capital invested in Charity/Society

	Observed N	Expected N	Residual
.00	3	3.0	.0
1.00	3	3.0	.0
Total	6		

Relationship capital invested in Shareholders

	Observed N	Expected N	Residual
.00	3	1.5	1.5
1.00	1	1.5	-.5
2.00	1	1.5	-.5
4.00	1	1.5	-.5
Total	6		

Relationship capital invested in Employees

	Observed N	Expected N	Residual
.00	1	1.5	-.5
2.00	2	1.5	.5
3.00	1	1.5	-.5
4.00	2	1.5	.5
Total	6		

Relationship capital invested in Business friends (internal)

	Observed N	Expected N	Residual
.00	2	1.5	.5
1.00	2	1.5	.5
2.00	1	1.5	-.5
5.00	1	1.5	-.5
Total	6		

Relationship capital invested in Business friends (external)

	Observed N	Expected N	Residual
.00	2	2.0	.0
1.00	2	2.0	.0
2.00	2	2.0	.0
Total	6		

Relationship capital invested in Competitors

	Observed N	Expected N	Residual
.00	4	3.0	1.0
1.00	2	3.0	-1.0
Total	6		

Relationship capital invested in Professional Institutes

	Observed N	Expected N	Residual
.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Relationship capital invested in Industry Groups

	Observed N	Expected N	Residual
.00	3	2.0	1.0
1.00	2	2.0	.0
5.00	1	2.0	-1.0
Total	6		

Relationship capital invested in the Arts

	Observed N	Expected N	Residual
.00	5	3.0	2.0
2.00	1	3.0	-2.0
Total	6		

Knowledge Capital invested in Board of Directors

	Observed N	Expected N	Residual
.00	2	1.5	.5
1.00	2	1.5	.5
2.00	1	1.5	-.5
6.00	1	1.5	-.5
Total	6		

Knowledge Capital invested in Environmental Groups

	Observed N	Expected N	Residual
.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Knowledge Capital invested in Charity/Society

	Observed N	Expected N	Residual
.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Knowledge Capital invested in Shareholders

	Observed N	Expected N	Residual
.00	2	1.5	.5
2.00	2	1.5	.5
3.00	1	1.5	-.5
4.00	1	1.5	-.5
Total	6		

Knowledge Capital invested in Employees

	Observed N	Expected N	Residual
1.00	1	1.2	-.2
2.00	1	1.2	-.2
3.00	1	1.2	-.2
4.00	2	1.2	.8
6.00	1	1.2	-.2
Total	6		

Knowledge Capital invested in Business Friends (internal)

	Observed N	Expected N	Residual
.00	4	2.0	2.0
2.00	1	2.0	-1.0
4.00	1	2.0	-1.0
Total	6		

Knowledge Capital invested in Business Friends (external)

	Observed N	Expected N	Residual
.00	2	1.5	.5
1.00	1	1.5	-.5
2.00	2	1.5	.5
4.00	1	1.5	-.5
Total	6		

Knowledge Capital invested in Competitors

	Observed N	Expected N	Residual
.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Knowledge Capital invested in Professional Institutes

	Observed N	Expected N	Residual
.00	5	3.0	2.0
1.00	1	3.0	-2.0
Total	6		

Knowledge Capital invested in Industry Groups

	Observed N	Expected N	Residual
.00	3	3.0	.0
1.00	3	3.0	.0
Total	6		

Knowledge Capital invested in the Arts

	Observed N	Expected N	Residual
.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Money invested in Board of Directors

	Observed N	Expected N	Residual
.00	4	3.0	1.0
1.00	2	3.0	-1.0
Total	6		

Money invested in Environmental Groups

	Observed N	Expected N	Residual
.00	5	3.0	2.0
1.00	1	3.0	-2.0
Total	6		

Money invested in Charity/Society

	Observed N	Expected N	Residual
.00	5	3.0	2.0
1.00	1	3.0	-2.0
Total	6		

Money invested in Shareholders

	Observed N	Expected N	Residual
.00	2	1.5	.5
2.00	2	1.5	.5
4.00	1	1.5	-.5
5.00	1	1.5	-.5
Total	6		

Money invested in Employees

	Observed N	Expected N	Residual
.00	1	1.2	-.2
2.00	1	1.2	-.2
5.00	2	1.2	.8
6.00	1	1.2	-.2
10.00	1	1.2	-.2
Total	6		

Words/Writing invested in Board of Directors

	Observed N	Expected N	Residual
.00	2	1.2	.8
1.00	1	1.2	-.2
2.00	1	1.2	-.2
4.00	1	1.2	-.2
6.00	1	1.2	-.2
Total	6		

Words/Writing invested in Environmental Groups

	Observed N	Expected N	Residual
.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Words/Writing invested in Charity/Society

	Observed N	Expected N	Residual
.00	5	3.0	2.0
2.00	1	3.0	-2.0
Total	6		

Words/Writing invested in Shareholders

	Observed N	Expected N	Residual
.00	2	2.0	.0
2.00	3	2.0	1.0
4.00	1	2.0	-1.0
Total	6		

Words/Writing invested in Employees

	Observed N	Expected N	Residual
2.00	1	1.5	-.5
3.00	2	1.5	.5
4.00	2	1.5	.5
5.00	1	1.5	-.5
Total	6		

Money invested in Business Friends (internal)

	Observed N	Expected N	Residual
.00	4	2.0	2.0
1.00	1	2.0	-1.0
6.00	1	2.0	-1.0
Total	6		

Money invested in Business Friends (external)

	Observed N	Expected N	Residual
.00	5	3.0	2.0
1.00	1	3.0	-2.0
Total	6		

Money invested in Competitors

	Observed N	Expected N	Residual
.00	5	3.0	2.0
4.00	1	3.0	-2.0
Total	6		

Money invested in Professional Institutes

	Observed N	Expected N	Residual
.00	5	3.0	2.0
2.00	1	3.0	-2.0
Total	6		

Money invested in Industry Groups

	Observed N	Expected N	Residual
.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Money invested in the Arts

	Observed N	Expected N	Residual
.00	5	3.0	2.0
1.00	1	3.0	-2.0
Total	6		

Words/Writing invested in Business Friends (internal)

	Observed N	Expected N	Residual
.00	5	3.0	2.0
2.00	1	3.0	-2.0
Total	6		

Words/Writing invested in Business Friends (external)

	Observed N	Expected N	Residual
.00	4	2.0	2.0
2.00	1	2.0	-1.0
7.00	1	2.0	-1.0
Total	6		

Words/Writing invested in Competitors

	Observed N	Expected N	Residual
.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Words/Writing invested in Professional Institutes

	Observed N	Expected N	Residual
.00	5	3.0	2.0
1.00	1	3.0	-2.0
Total	6		

Words/Writing invested in Industry Groups

	Observed N	Expected N	Residual
.00	5	3.0	2.0
2.00	1	3.0	-2.0
Total	6		

Words/Writing invested in the Arts

	Observed N	Expected N	Residual
.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Reputation/ Opinion most important in Board of Directors

	Observed N	Expected N	Residual
.00	1	1.2	-.2
1.00	1	1.2	-.2
2.00	1	1.2	-.2
3.00	2	1.2	.8
4.00	1	1.2	-.2
Total	6		

Reputation/ Opinion most important in Environmental Groups

	Observed N	Expected N	Residual
.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Reputation/ Opinion most important in Charity/Society

	Observed N	Expected N	Residual
.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Reputation/ Opinion most important in Shareholders

	Observed N	Expected N	Residual
.00	2	1.5	.5
1.00	1	1.5	-.5
2.00	1	1.5	-.5
4.00	2	1.5	.5
Total	6		

Reputation/ Opinion most important in Employees

	Observed N	Expected N	Residual
.00	1	1.0	.0
1.00	1	1.0	.0
2.00	1	1.0	.0
3.00	1	1.0	.0
4.00	1	1.0	.0
5.00	1	1.0	.0
Total	6		

Reputation/ Opinion most important in Business Friends (internal)

	Observed N	Expected N	Residual
.00	3	1.5	1.5
1.00	1	1.5	-.5
3.00	1	1.5	-.5
5.00	1	1.5	-.5
Total	6		

Reputation/ Opinion most important in Business Friends (external)

	Observed N	Expected N	Residual
.00	4	2.0	2.0
1.00	1	2.0	-1.0
6.00	1	2.0	-1.0
Total	6		

Reputation/ Opinion most important in Competitors

	Observed N	Expected N	Residual
.00	5	3.0	2.0
1.00	1	3.0	-2.0
Total	6		

Reputation/ Opinion most important in Professional Institutes

	Observed N	Expected N	Residual
.00	5	3.0	2.0
1.00	1	3.0	-2.0
Total	6		

Reputation/ Opinion most important in Industry Groups

	Observed N	Expected N	Residual
.00	4	2.0	2.0
1.00	1	2.0	-1.0
2.00	1	2.0	-1.0
Total	6		

Reputation/ Opinion most important in the Arts

	Observed N	Expected N	Residual
.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Representation wanted in Board of Directors

	Observed N	Expected N	Residual
.00	1	1.5	-.5
2.00	2	1.5	.5
3.00	2	1.5	.5
4.00	1	1.5	-.5
Total	6		

Representation wanted in Environmental Groups

	Observed N	Expected N	Residual
.00	5	3.0	2.0
1.00	1	3.0	-2.0
Total	6		

Representation wanted in Charity/Society

	Observed N	Expected N	Residual
.00	5	3.0	2.0
1.00	1	3.0	-2.0
Total	6		

Representation wanted in Shareholders

	Observed N	Expected N	Residual
.00	2	1.3	.8
2.00	1	1.3	-.3
3.00	1	1.3	-.3
4.00	1	1.3	-.3
Total	5		

Representation wanted in Employees

	Observed N	Expected N	Residual
2.00	2	2.0	.0
3.00	3	2.0	1.0
4.00	1	2.0	-1.0
Total	6		

Representation wanted in Business Friends (internal)

	Observed N	Expected N	Residual
.00	1	2.0	-1.0
1.00	3	2.0	1.0
3.00	2	2.0	.0
Total	6		

Representation wanted in Business Friends (external)

	Observed N	Expected N	Residual
.00	2	3.0	-1.0
1.00	4	3.0	1.0
Total	6		

Representation wanted in Competitors

	Observed N	Expected N	Residual
.00	5	3.0	2.0
1.00	1	3.0	-2.0
Total	6		

Representation wanted in Professional Institutes

	Observed N	Expected N	Residual
.00	5	3.0	2.0
1.00	1	3.0	-2.0
Total	6		

Representation wanted in Industry Groups

	Observed N	Expected N	Residual
.00	5	3.0	2.0
1.00	1	3.0	-2.0
Total	6		

Representation wanted in the Arts

	Observed N	Expected N	Residual
.00	4	3.0	1.0
1.00	2	3.0	-1.0
Total	6		

Went to private (1) or state (2) school

	Observed N	Expected N	Residual
2.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Background of Parents

	Observed N	Expected N	Residual
1.00	1	2.0	-1.0
3.00	3	2.0	1.0
4.00	2	2.0	.0
Total	6		

Parents had great influence

	Observed N	Expected N	Residual
1.00	1	1.5	-.5
2.00	1	1.5	-.5
3.00	1	1.5	-.5
5.00	3	1.5	1.5
Total	6		

Upbringing influences action today

	Observed N	Expected N	Residual
2.00	1	2.0	-1.0
3.00	1	2.0	-1.0
5.00	4	2.0	2.0
Total	6		

School influences actions today

	Observed N	Expected N	Residual
2.00	2	2.0	.0
4.00	3	2.0	1.0
5.00	1	2.0	-1.0
Total	6		

Sex

	Observed N	Expected N	Residual
1.00	6	6.0	.0
Total	6[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Standard Industry Classification

	Observed N	Expected N	Residual
1.00	2	2.0	.0
3.00	2	2.0	.0
4.00	2	2.0	.0
Total	6		

Sum of Capital Invested in Board Members

	Observed N	Expected N	Residual
5.00	1	1.0	.0
7.00	1	1.0	.0
8.00	1	1.0	.0
9.00	1	1.0	.0
12.00	1	1.0	.0
20.00	1	1.0	.0
Total	6		

Sum of Capital Invested in Environmental Groups

	Observed N	Expected N	Residual
.00	5	3.0	2.0
2.00	1	3.0	-2.0
Total	6		

Sum of Capital Invested in Charity/Society

	Observed N	Expected N	Residual
.00	3	2.0	1.0
1.00	1	2.0	-1.0
3.00	2	2.0	.0
Total	6		

Sum of Capital invested in Shareholders

	Observed N	Expected N	Residual
.00	1	1.0	.0
5.00	1	1.0	.0
8.00	1	1.0	.0
9.00	1	1.0	.0
18.00	1	1.0	.0
21.00	1	1.0	.0
Total	6		

Sum of Capital invested in Employees

	Observed N	Expected N	Residual
11.00	1	1.5	-.5
16.00	2	1.5	.5
21.00	1	1.5	-.5
26.00	2	1.5	.5
Total	6		

Sum of Capital invested in Business Friends (internal)

	Observed N	Expected N	Residual
.00	1	1.0	.0
1.00	1	1.0	.0
5.00	1	1.0	.0
6.00	1	1.0	.0
9.00	1	1.0	.0
21.00	1	1.0	.0
Total	6		

Sum of Capital invested in Business Friends (external)

	Observed N	Expected N	Residual
.00	1	1.0	.0
3.00	1	1.0	.0
4.00	1	1.0	.0
5.00	1	1.0	.0
6.00	1	1.0	.0
18.00	1	1.0	.0
Total	6		

Sum of Capital invested in Competitors

	Observed N	Expected N	Residual
.00	2	1.5	.5
1.00	2	1.5	.5
2.00	1	1.5	-.5
4.00	1	1.5	-.5
Total	6		

Sum of Capital invested in Professional Institutes

	Observed N	Expected N	Residual
.00	5	3.0	2.0
6.00	1	3.0	-2.0
Total	6		

Sum of Capital invested in Industry Groups

	Observed N	Expected N	Residual
.00	2	1.2	.8
1.00	1	1.2	-.2
2.00	1	1.2	-.2
5.00	1	1.2	-.2
6.00	1	1.2	-.2
Total	6		

Sum of Capital invested in the Arts

	Observed N	Expected N	Residual
.00	4	2.0	2.0
1.00	1	2.0	-1.0
4.00	1	2.0	-1.0
Total	6		

Highest Title held

	Observed N	Expected N	Residual
1.00	5	3.0	2.0
3.00	1	3.0	-2.0
Total	6		

Test Statistics

	Age	Length of position held	University influenced very much	Had strict upbringing by parents	Still contact with friends from university	School had strict rules for punishment	Work experience is more important than degrees	School one of best in area
Chi-Square[a,b]	.000	.667	2.667	.667	.667	2.000	1.000	1.000
df	5	4	1	3	4	3	2	2
Asymp. Sig.	1.000	.955	.102	.881	.955	.572	.607	.607

Test Statistics

	University one of best in country	High level of education important for career	'Right school' important for career	'Right university' important for career	Relationship capital invested in Board of Directors	Relationship capital invested in Charity/Society	Relationship capital invested in Shareholders
Chi-Square[a,b]	3.000	.000	3.000	2.000	.000	.000	2.000
df	2	2	2	3	1	1	3
Asymp. Sig.	.223	1.000	.223	.572	1.000	1.000	.572

Test Statistics

	Relationship capital invested in Employees	Relationship capital invested in Business friends (internal)	Relationship capital invested in Business friends (external)	Relationship capital invested in Competitors	Relationship capital invested in Industry Groups	Relationship capital invested in the Arts	Knowledge Capital invested in Board of Directors
Chi-Square[a,b]	.667	.667	.000	.667	1.000	2.667	.667
df	3	3	2	1	2	1	3
Asymp. Sig.	.881	.881	1.000	.414	.607	.102	.881

Test Statistics

	Knowledge Capital invested in Shareholders	Knowledge Capital invested in Employees	Knowledge Capital invested in Business Friends (internal)	Knowledge Capital invested in Business Friends (external)	Knowledge Capital invested in Professional Institutes	Knowledge Capital invested in Industry Groups	Money invested in Board of Directors
Chi-Square[a,b]	.667	.667	3.000	.667	2.667	.000	.667
df	3	4	2	3	1	1	1
Asymp. Sig.	.881	.955	.223	.881	.102	1.000	.414

Test Statistics

	Money invested in Environmental Groups	Money invested in Charity/Society	Money invested in Shareholders	Money invested in Employees	Money invested in Business Friends (internal)	Money invested in Business Friends (external)	Money invested in Competitors
Chi-Square[a,b]	2.667	2.667	.667	.667	3.000	2.667	2.667
df	1	1	3	4	2	1	1
Asymp. Sig.	.102	.102	.881	.955	.223	.102	.102

Test Statistics

	Money invested in Professional Institutes	Money invested in the Arts	Words/Writing invested in Board of Directors	Words/Writing invested in Charity/Society	Words/Writing invested in Shareholders	Words/Writing invested in Employees
Chi-Square[a,b]	2.667	2.667	.667	2.667	1.000	.667
df	1	1	4	1	2	3
Asymp. Sig.	.102	.102	.955	.102	.607	.881

Test Statistics

	Words/Writing invested in Business Friends (internal)	Words/Writing invested in Business Friends (external)	Words/Writing invested in Professional Institutes	Words/Writing invested in Industry Groups	Reputation/ Opinion most important in Board of Directors	Reputation/ Opinion most important in Shareholders
Chi-Square[a,b]	2.667	3.000	2.667	2.667	.667	.667
df	1	2	1	1	4	3
Asymp. Sig.	.102	.223	.102	.102	.955	.881

Test Statistics

	Reputation/ Opinion most important in Employees	Reputation/ Opinion most important in Business Friends (internal)	Reputation/ Opinion most important in Business Friends (external)	Reputation/ Opinion most important in Competitors	Reputation/ Opinion most important in Professional Institutes	Reputation/ Opinion most important in Industry Groups	Representation wanted in Board of Directors
Chi-Square[a,b]	.000	2.000	3.000	2.667	2.667	3.000	.667
df	5	3	2	1	1	2	3
Asymp. Sig.	1.000	.572	.223	.102	.102	.223	.881

Test Statistics

	Representation wanted in Environmental Groups	Representation wanted in Charity/Society	Representation wanted in Shareholders	Representation wanted in Employees	Representation wanted in Business Friends (internal)	Representation wanted in Business Friends (external)
Chi-Square[a,b]	2.667	2.667	.600	1.000	1.000	.667
df	1	1	3	2	2	1
Asymp. Sig.	.102	.102	.896	.607	.607	.414

Test Statistics

	Representation wanted in Competitors	Representation wanted in Professional Institutes	Representation wanted in Industry Groups	Representation wanted in the Arts	Background of Parents	Parents had great influence
Chi-Square[a,b]	2.667	2.667	2.667	.667	1.000	2.000
df	1	1	1	1	2	3
Asymp. Sig.	.102	.102	.102	.414	.607	.572

Test Statistics

	Upbringing influences action today	School influences actions today	Standard Industry Classification	Sum of Capital invested in Board Members	Sum of Capital invested in Environmental Groups	Sum of Capital invested in Charity/Society	Sum of Capital invested in Shareholders
Chi-Square[a,b]	3.000	1.000	.000	.000	2.667	1.000	.000
df	2	2	2	5	1	2	5
Asymp. Sig.	.223	.607	1.000	1.000	.102	.607	1.000

Test Statistics

	Sum of Capital invested in Employees	Sum of Capital invested in Business Friends (internal)	Sum of Capital invested in Business Friends (external)	Sum of Capital invested in Competitors	Sum of Capital invested in Professional Institutes	Sum of Capital invested in Industry Groups	Sum of Capital invested in the Arts	Highest Title held
Chi-Square[a,b]	.667	.000	.000	.667	2.667	.667	3.000	2.667
df	3	5	5	3	1	4	2	1
Asymp. Sig.	.881	1.000	1.000	.881	.102	.955	.223	.102

a. 6 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 1.0.

b. 5 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 1.2.

c. 2 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 3.0.

d. 4 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 1.5.

e. 3 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 2.0.

f. 4 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 1.3.

Appendix 9

Chi-square Analysis UK Respondents

?ar Tests

ni-Square Test

equencies

Age

	Observed N	Expected N	Residual
47.00	1	1.3	-.3
48.00	1	1.3	-.3
49.00	1	1.3	-.3
51.00	1	1.3	-.3
52.00	2	1.3	.7
53.00	2	1.3	.7
54.00	1	1.3	-.3
59.00	2	1.3	.7
70.00	1	1.3	-.3
Total	12		

Length of position held (months)

	Observed N	Expected N	Residual
3.00	1	1.1	-.1
5.00	1	1.1	-.1
6.00	1	1.1	-.1
13.00	1	1.1	-.1
16.00	1	1.1	-.1
24.00	1	1.1	-.1
27.00	2	1.1	.9
29.00	1	1.1	-.1
30.00	1	1.1	-.1
75.00	1	1.1	-.1
370.00	1	1.1	-.1
Total	12		

University influenced very much

	Observed N	Expected N	Residual
2.00	1	2.8	-1.8
3.00	1	2.8	-1.8
4.00	5	2.8	2.3
5.00	4	2.8	1.3
Total	11		

Work experience influences very much

	Observed N	Expected N	Residual
4.00	5	6.0	-1.0
5.00	7	6.0	1.0
Total	12		

Had strict upbringing by parents

	Observed N	Expected N	Residual
1.00	1	3.0	-2.0
2.00	6	3.0	3.0
3.00	2	3.0	-1.0
4.00	3	3.0	.0
Total	12		

Still contact with friends from university

	Observed N	Expected N	Residual
1.00	1	2.8	-1.8
2.00	5	2.8	2.3
3.00	2	2.8	-.8
4.00	3	2.8	.3
Total	11		

School had strict rules for punishment

	Observed N	Expected N	Residual
2.00	6	4.0	2.0
3.00	2	4.0	-2.0
4.00	4	4.0	.0
Total	12		

Work experience is more important than degrees

	Observed N	Expected N	Residual
2.00	3	4.0	-1.0
4.00	7	4.0	3.0
5.00	2	4.0	-2.0
Total	12		

School one of best in area

	Observed N	Expected N	Residual
1.00	2	3.0	-1.0
3.00	1	3.0	-2.0
4.00	8	3.0	5.0
5.00	1	3.0	-2.0
Total	12		

University one of best in country

	Observed N	Expected N	Residual
1.00	1	2.8	-1.8
2.00	1	2.8	-1.8
4.00	3	2.8	.3
5.00	6	2.8	3.3
Total	11		

High level of education important for career

	Observed N	Expected N	Residual
2.00	2	4.0	-2.0
4.00	8	4.0	4.0
5.00	2	4.0	-2.0
Total	12		

'Right school' important for career

	Observed N	Expected N	Residual
1.00	2	4.0	-2.0
2.00	8	4.0	4.0
3.00	2	4.0	-2.0
Total	12		

'Right university' important for career

	Observed N	Expected N	Residual
1.00	2	3.0	-1.0
2.00	7	3.0	4.0
3.00	1	3.0	-2.0
4.00	2	3.0	-1.0
Total	12		

Relationship capital invested in Board of Directors

	Observed N	Expected N	Residual
.00	1	2.4	-1.4
1.00	2	2.4	-.4
2.00	5	2.4	2.6
3.00	1	2.4	-1.4
4.00	3	2.4	.6
Total	12		

Relationship capital invested in Environmental Groups

	Observed N	Expected N	Residual
.00	9	4.0	5.0
1.00	2	4.0	-2.0
2.00	1	4.0	-3.0
Total	12		

Relationship capital invested in Charity/Society

	Observed N	Expected N	Residual
.00	8	6.0	2.0
1.00	4	6.0	-2.0
Total	12		

Relationship capital invested in Shareholders

	Observed N	Expected N	Residual
.00	2	2.4	-.4
1.00	1	2.4	-1.4
2.00	4	2.4	1.6
3.00	3	2.4	.6
6.00	2	2.4	-.4
Total	12		

Relationship capital invested in Employees

	Observed N	Expected N	Residual
1.00	1	3.0	-2.0
2.00	4	3.0	1.0
3.00	3	3.0	.0
4.00	4	3.0	1.0
Total	12		

Relationship capital invested in Business friends (internal)

	Observed N	Expected N	Residual
.00	8	3.0	5.0
1.00	2	3.0	-1.0
2.00	1	3.0	-2.0
3.00	1	3.0	-2.0
Total	12		

Relationship capital invested in Business friends (external)

	Observed N	Expected N	Residual
.00	7	4.0	3.0
1.00	4	4.0	.0
2.00	1	4.0	-3.0
Total	12		

Relationship capital invested in Competitors

	Observed N	Expected N	Residual
.00	9	4.0	5.0
1.00	2	4.0	-2.0
2.00	1	4.0	-3.0
Total	12		

Relationship capital invested in Professional Institutes

	Observed N	Expected N	Residual
.00	11	6.0	5.0
1.00	1	6.0	-5.0
Total	12		

Relationship capital invested in Industry Groups

	Observed N	Expected N	Residual
.00	10	6.0	4.0
1.00	2	6.0	-4.0
Total	12		

Relationship capital invested in the Arts

	Observed N	Expected N	Residual
.00	11	6.0	5.0
1.00	1	6.0	-5.0
Total	12		

Knowledge Capital invested in Board of Directors

	Observed N	Expected N	Residual
.00	1	2.4	-1.4
1.00	1	2.4	-1.4
2.00	5	2.4	2.6
3.00	3	2.4	.6
4.00	2	2.4	-.4
Total	12		

Knowledge Capital invested in Environmental Groups

	Observed N	Expected N	Residual
.00	9	6.0	3.0
1.00	3	6.0	-3.0
Total	12		

Knowledge Capital invested in Charity/Society

	Observed N	Expected N	Residual
.00	9	4.0	5.0
1.00	1	4.0	-3.0
2.00	2	4.0	-2.0
Total	12		

Knowledge Capital invested in Shareholders

	Observed N	Expected N	Residual
.00	2	2.0	.0
1.00	3	2.0	1.0
2.00	3	2.0	1.0
4.00	1	2.0	-1.0
5.00	2	2.0	.0
7.00	1	2.0	-1.0
Total	12		

Knowledge Capital invested in Employees

	Observed N	Expected N	Residual
1.00	1	2.4	-1.4
2.00	5	2.4	2.6
3.00	2	2.4	-.4
4.00	3	2.4	.6
5.00	1	2.4	-1.4
Total	12		

Knowledge Capital invested in Business Friends (internal)

	Observed N	Expected N	Residual
.00	9	4.0	5.0
2.00	2	4.0	-2.0
3.00	1	4.0	-3.0
Total	12		

Knowledge Capital invested in Business Friends (external)

	Observed N	Expected N	Residual
.00	11	6.0	5.0
2.00	1	6.0	-5.0
Total	12		

Knowledge Capital invested in Competitors

	Observed N	Expected N	Residual
.00	10	4.0	6.0
1.00	1	4.0	-3.0
4.00	1	4.0	-3.0
Total	12		

Knowledge Capital invested in Professional Institutes

	Observed N	Expected N	Residual
.00	12	12.0	.0
Total	12[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Knowledge Capital invested in Industry Groups

	Observed N	Expected N	Residual
.00	8	4.0	4.0
1.00	3	4.0	-1.0
2.00	1	4.0	-3.0
Total	12		

Knowledge Capital invested in the Arts

	Observed N	Expected N	Residual
.00	11	6.0	5.0
1.00	1	6.0	-5.0
Total	12		

Money invested in Board of Directors

	Observed N	Expected N	Residual
.00	7	2.4	4.6
1.00	1	2.4	-1.4
2.00	1	2.4	-1.4
3.00	2	2.4	-.4
4.00	1	2.4	-1.4
Total	12		

Money invested in Environmental Groups

	Observed N	Expected N	Residual
.00	10	6.0	4.0
1.00	2	6.0	-4.0
Total	12		

Money invested in Charity/Society

	Observed N	Expected N	Residual
.00	8	6.0	2.0
2.00	4	6.0	-2.0
Total	12		

Money invested in Shareholders

	Observed N	Expected N	Residual
.00	2	1.7	.3
1.00	1	1.7	-.7
2.00	2	1.7	.3
4.00	3	1.7	1.3
5.00	2	1.7	.3
7.00	1	1.7	-.7
10.00	1	1.7	-.7
Total	12		

Money invested in Employees

	Observed N	Expected N	Residual
.00	1	2.0	-1.0
1.00	1	2.0	-1.0
2.00	2	2.0	.0
3.00	2	2.0	.0
4.00	5	2.0	3.0
6.00	1	2.0	-1.0
Total	12		

Money invested in Business Friends (internal)

	Observed N	Expected N	Residual
.00	10	4.0	6.0
1.00	1	4.0	-3.0
3.00	1	4.0	-3.0
Total	12		

Money invested in Business Friends (external)

	Observed N	Expected N	Residual
.00	10	4.0	6.0
1.00	1	4.0	-3.0
3.00	1	4.0	-3.0
Total	12		

Money invested in Competitors

	Observed N	Expected N	Residual
.00	12	12.0	.0
Total	12[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Money invested in Professional Institutes

	Observed N	Expected N	Residual
.00	10	4.0	6.0
1.00	1	4.0	-3.0
2.00	1	4.0	-3.0
Total	12		

Money invested in Industry Groups

	Observed N	Expected N	Residual
.00	9	6.0	3.0
1.00	3	6.0	-3.0
Total	12		

Money invested in the Arts

	Observed N	Expected N	Residual
.00	11	6.0	5.0
1.00	1	6.0	-5.0
Total	12		

Words/Writing invested in Board of Directors

	Observed N	Expected N	Residual
.00	2	2.0	.0
1.00	3	2.0	1.0
2.00	3	2.0	1.0
3.00	2	2.0	.0
4.00	1	2.0	-1.0
5.00	1	2.0	-1.0
Total	12		

Words/Writing invested in Environmental Groups

	Observed N	Expected N	Residual
.00	8	4.0	4.0
1.00	2	4.0	-2.0
2.00	2	4.0	-2.0
Total	12		

Words/Writing invested in Charity/Society

	Observed N	Expected N	Residual
.00	8	4.0	4.0
1.00	2	4.0	-2.0
2.00	2	4.0	-2.0
Total	12		

Words/Writing invested in Shareholders

	Observed N	Expected N	Residual
.00	2	2.0	.0
2.00	3	2.0	1.0
3.00	4	2.0	2.0
4.00	1	2.0	-1.0
5.00	1	2.0	-1.0
6.00	1	2.0	-1.0
Total	12		

Words/Writing invested in Employees

	Observed N	Expected N	Residual
.00	1	1.7	-.7
1.00	2	1.7	.3
2.00	2	1.7	.3
3.00	1	1.7	-.7
4.00	3	1.7	1.3
5.00	2	1.7	.3
6.00	1	1.7	-.7
Total	12		

Words/Writing invested in Business Friends (internal)

	Observed N	Expected N	Residual
.00	10	4.0	6.0
1.00	1	4.0	-3.0
2.00	1	4.0	-3.0
Total	12		

Words/Writing invested in Business Friends (external)

	Observed N	Expected N	Residual
.00	11	6.0	5.0
1.00	1	6.0	-5.0
Total	12		

Words/Writing invested in Competitors

	Observed N	Expected N	Residual
.00	11	6.0	5.0
3.00	1	6.0	-5.0
Total	12		

Words/Writing invested in Professional Institutes

	Observed N	Expected N	Residual
.00	11	6.0	5.0
1.00	1	6.0	-5.0
Total	12		

Words/Writing invested in Industry Groups

	Observed N	Expected N	Residual
.00	9	4.0	5.0
1.00	1	4.0	-3.0
2.00	2	4.0	-2.0
Total	12		

Words/Writing invested in the Arts

	Observed N	Expected N	Residual
.00	11	6.0	5.0
1.00	1	6.0	-5.0
Total	12		

Reputation/ Opinion most important in Board of Directors

	Observed N	Expected N	Residual
.00	3	2.0	1.0
1.00	1	2.0	-1.0
2.00	3	2.0	1.0
3.00	3	2.0	1.0
4.00	1	2.0	-1.0
6.00	1	2.0	-1.0
Total	12		

Reputation/ Opinion most important in Environmental Groups

	Observed N	Expected N	Residual
.00	9	4.0	5.0
1.00	2	4.0	-2.0
2.00	1	4.0	-3.0
Total	12		

Reputation/ Opinion most important in Charity/Society

	Observed N	Expected N	Residual
.00	11	6.0	5.0
2.00	1	6.0	-5.0
Total	12		

Reputation/ Opinion most important in Shareholders

	Observed N	Expected N	Residual
.00	2	2.0	.0
1.00	2	2.0	.0
2.00	1	2.0	-1.0
3.00	4	2.0	2.0
5.00	2	2.0	.0
6.00	1	2.0	-1.0
Total	12		

Reputation/ Opinion most important in Employees

	Observed N	Expected N	Residual
1.00	1	2.4	-1.4
2.00	3	2.4	.6
3.00	5	2.4	2.6
4.00	2	2.4	-.4
6.00	1	2.4	-1.4
Total	12		

Reputation/ Opinion most important in Business Friends (internal)

	Observed N	Expected N	Residual
.00	7	3.0	4.0
1.00	3	3.0	.0
2.00	1	3.0	-2.0
4.00	1	3.0	-2.0
Total	12		

Reputation/ Opinion most important in Business Friends (external)

	Observed N	Expected N	Residual
.00	9	3.0	6.0
1.00	1	3.0	-2.0
2.00	1	3.0	-2.0
3.00	1	3.0	-2.0
Total	12		

Reputation/ Opinion most important in Competitors

	Observed N	Expected N	Residual
.00	10	6.0	4.0
1.00	2	6.0	-4.0
Total	12		

Reputation/ Opinion most important in Professional Institutes

	Observed N	Expected N	Residual
.00	12	12.0	.0
Total	12[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Reputation/ Opinion most important in Industry Groups

	Observed N	Expected N	Residual
.00	9	6.0	3.0
1.00	3	6.0	-3.0
Total	12		

Reputation/ Opinion most important in the Arts

	Observed N	Expected N	Residual
.00	11	6.0	5.0
1.00	1	6.0	-5.0
Total	12		

Representation wanted in Board of Directors

	Observed N	Expected N	Residual
.00	2	2.4	-.4
2.00	2	2.4	-.4
3.00	3	2.4	.6
4.00	4	2.4	1.6
7.00	1	2.4	-1.4
Total	12		

Representation wanted in Environmental Groups

	Observed N	Expected N	Residual
.00	10	4.0	6.0
1.00	1	4.0	-3.0
2.00	1	4.0	-3.0
Total	12		

Representation wanted in Charity/Society

	Observed N	Expected N	Residual
.00	7	2.4	4.6
1.00	2	2.4	-.4
2.00	1	2.4	-1.4
3.00	1	2.4	-1.4
6.00	1	2.4	-1.4
Total	12		

Representation wanted in Shareholders

	Observed N	Expected N	Residual
00	4	2.4	1.6
2.00	2	2.4	-.4
3.00	3	2.4	.6
4.00	2	2.4	-.4
5.00	1	2.4	-1.4
Total	12		

Representation wanted in Employees

	Observed N	Expected N	Residual
.00	1	2.4	-1.4
1.00	1	2.4	-1.4
2.00	6	2.4	3.6
3.00	3	2.4	.6
4.00	1	2.4	-1.4
Total	12		

Representation wanted in Business Friends (internal)

	Observed N	Expected N	Residual
.00	9	4.0	5.0
1.00	2	4.0	-2.0
2.00	1	4.0	-3.0
Total	12		

Representation wanted in Business Friends (external)

	Observed N	Expected N	Residual
.00	9	4.0	5.0
1.00	2	4.0	-2.0
3.00	1	4.0	-3.0
Total	12		

Representation wanted in Competitors

	Observed N	Expected N	Residual
.00	10	4.0	6.0
1.00	1	4.0	-3.0
2.00	1	4.0	-3.0
Total	12		

Representation wanted in Professional Institutes

	Observed N	Expected N	Residual
.00	12	12.0	.0
Total	12[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Representation wanted in Industry Groups

	Observed N	Expected N	Residual
.00	9	6.0	3.0
1.00	3	6.0	-3.0
Total	12		

Representation wanted in the Arts

	Observed N	Expected N	Residual
.00	11	6.0	5.0
1.00	1	6.0	-5.0
Total	12		

Went to private (1) or state (2) school

	Observed N	Expected N	Residual
1.00	3	6.0	-3.0
2.00	9	6.0	3.0
Total	12		

Background of Parents

	Observed N	Expected N	Residual
1.00	4	4.0	.0
2.00	6	4.0	2.0
3.00	2	4.0	-2.0
Total	12		

Parents had great influence

	Observed N	Expected N	Residual
2.00	2	4.0	-2.0
4.00	5	4.0	1.0
5.00	5	4.0	1.0
Total	12		

Upbringing influences action today

	Observed N	Expected N	Residual
1.00	1	4.0	-3.0
4.00	7	4.0	3.0
5.00	4	4.0	.0
Total	12		

School influences actions today

	Observed N	Expected N	Residual
1.00	1	2.4	-1.4
2.00	1	2.4	-1.4
3.00	1	2.4	-1.4
4.00	7	2.4	4.6
5.00	2	2.4	-.4
Total	12		

Sex

	Observed N	Expected N	Residual
1.00	12	12.0	.0
Total	12[a]		

a. This variable is constant. Chi-Square Test cannot be performed.

Standard Industry Classification

	Observed N	Expected N	Residual
1.00	5	2.0	3.0
2.00	1	2.0	-1.0
3.00	1	2.0	-1.0
4.00	2	2.0	.0
6.00	1	2.0	-1.0
8.00	2	2.0	.0
Total	12		

Sum of Capital invested in Board Members

	Observed N	Expected N	Residual
4.00	1	2.0	-1.0
5.00	1	2.0	-1.0
8.00	2	2.0	.0
13.00	3	2.0	1.0
14.00	1	2.0	-1.0
19.00	4	2.0	2.0
Total	12		

Sum of Capital invested in Environmental Groups

	Observed N	Expected N	Residual
.00	7	2.4	4.6
1.00	1	2.4	-1.4
4.00	1	2.4	-1.4
5.00	1	2.4	-1.4
6.00	2	2.4	-.4
Total	12		

Sum of Capital invested in Charity/Society

	Observed N	Expected N	Residual
.00	5	1.7	3.3
1.00	2	1.7	.3
4.00	1	1.7	-.7
5.00	1	1.7	-.7
8.00	1	1.7	-.7
9.00	1	1.7	-.7
10.00	1	1.7	-.7
Total	12		

Sum of Capital invested in Shareholders

	Observed N	Expected N	Residual
7.00	1	1.2	-.2
9.00	1	1.2	-.2
11.00	1	1.2	-.2
12.00	1	1.2	-.2
13.00	1	1.2	-.2
14.00	2	1.2	.8
15.00	1	1.2	-.2
18.00	2	1.2	.8
30.00	1	1.2	-.2
34.00	1	1.2	-.2
Total	12		

Sum of Capital invested in Employees

	Observed N	Expected N	Residual
9.00	1	1.3	-.3
12.00	2	1.3	.7
14.00	1	1.3	-.3
15.00	1	1.3	-.3
17.00	2	1.3	.7
19.00	2	1.3	.7
21.00	1	1.3	-.3
23.00	1	1.3	-.3
26.00	1	1.3	-.3
Total	12		

Sum of Capital invested in Business Friends (internal)

	Observed N	Expected N	Residual
.00	6	2.4	3.6
1.00	1	2.4	-1.4
3.00	1	2.4	-1.4
6.00	2	2.4	-.4
9.00	2	2.4	-.4
Total	12		

Sum of Capital invested in Business Friends (external)

	Observed N	Expected N	Residual
.00	7	2.0	5.0
2.00	1	2.0	-1.0
3.00	1	2.0	-1.0
4.00	1	2.0	-1.0
7.00	1	2.0	-1.0
8.00	1	2.0	-1.0
Total	12		

Sum of Capital invested in Competitors

	Observed N	Expected N	Residual
.00	6	2.4	3.6
1.00	1	2.4	-1.4
2.00	3	2.4	.6
3.00	1	2.4	-1.4
7.00	1	2.4	-1.4
Total	12		

Sum of Capital invested in Professional Institutes

	Observed N	Expected N	Residual
.00	9	4.0	5.0
1.00	1	4.0	-3.0
2.00	2	4.0	-2.0
Total	12		

Sum of Capital invested in Industry Groups

	Observed N	Expected N	Residual
.00	5	2.0	3.0
1.00	1	2.0	-1.0
2.00	3	2.0	1.0
3.00	1	2.0	-1.0
4.00	1	2.0	-1.0
7.00	1	2.0	-1.0
Total	12		

Sum of Capital invested in the Arts

	Observed N	Expected N	Residual
.00	9	4.0	5.0
1.00	2	4.0	-2.0
4.00	1	4.0	-3.0
Total	12		

Highest Title held

	Observed N	Expected N	Residual
1.00	4	3.0	1.0
2.00	5	3.0	2.0
3.00	1	3.0	-2.0
5.00	2	3.0	-1.0
Total	12		

Highest Non-Academic Title

	Observed N	Expected N	Residual
1.00	8	5.0	3.0
2.00	2	5.0	-3.0
Total	10		

Test Statistics

	Age	Length of position held (months)	University influenced very much	Work experience influences very much	Had strict upbringing by parents	Still contact with friends from university	School had strict rules for punishment	Work experience is more important than degrees
Chi-Square[a,b]	1.500	.833	4.636	.333	4.667	3.182	2.000	3.500
df	8	10	3	1	3	3	2	2
Asymp. Sig.	.993	1.000	.200	.564	.198	.364	.368	.174

Test Statistics

	School one of best in area	University one of best in country	High level of education important for career	'Right school' important for career	'Right university' important for career	Relationship capital invested in Board of Directors	Relationship capital invested in Environmental Groups
Chi-Square[a,b]	11.333	6.091	6.000	6.000	7.333	4.667	9.500
df	3	3	2	2	3	4	2
Asymp. Sig.	.010	.107	.050	.050	.062	.323	.009

Test Statistics

	Relationship capital invested in Charity/Society	Relationship capital invested in Shareholders	Relationship capital invested in Employees	Relationship capital invested in Business friends (internal)	Relationship capital invested in Business friends (external)	Relationship capital invested in Competitors
Chi-Square[a,b]	1.333	2.167	2.000	11.333	4.500	9.500
df	1	4	3	3	2	2
Asymp. Sig.	.248	.705	.572	.010	.105	.009

Test Statistics

	Relationship capital invested in Professional Institutes	Relationship capital invested in Industry Groups	Relationship capital invested in the Arts	Knowledge Capital invested in Board of Directors	Knowledge Capital invested in Environmental Groups	Knowledge Capital invested in Charity/Society
Chi-Square[a,b]	8.333	5.333	8.333	4.667	3.000	9.500
df	1	1	1	4	1	2
Asymp. Sig.	.004	.021	.004	.323	.083	.009

Test Statistics

	Knowledge Capital invested in Shareholders	Knowledge Capital invested in Employees	Knowledge Capital invested in Business Friends (internal)	Knowledge Capital invested in Business Friends (external)	Knowledge Capital invested in Competitors	Knowledge Capital invested in Industry Groups	Knowledge Capital invested in the Arts
Chi-Square[a,b]	2.000	4.667	9.500	8.333	13.500	6.500	8.333
df	5	4	2	1	2	2	1
Asymp. Sig.	.849	.323	.009	.004	.001	.039	.004

Test Statistics

	Money invested in Board of Directors	Money invested in Environmental Groups	Money invested in Charity/Society	Money invested in Shareholders	Money invested in Employees	Money invested in Business Friends (internal)	Money invested in Business Friends (external)
Chi-Square[a,b]	11.333	5.333	1.333	2.000	6.000	13.500	13.500
df	4	1	1	6	5	2	2
Asymp. Sig.	.023	.021	.248	.920	.306	.001	.001

Test Statistics

	Money invested in Professional Institutes	Money invested in Industry Groups	Money invested in the Arts	Words/Writing invested in Board of Directors	Words/Writing invested in Environmental Groups	Words/Writing invested in Charity/Society	Words/Writing invested in Shareholders
Chi-Square[a,b]	13.500	3.000	8.333	2.000	6.000	6.000	4.000
df	2	1	1	5	2	2	5
Asymp. Sig.	.001	.083	.004	.849	.050	.050	.549

Test Statistics

	Words/Writing invested in Employees	Words/Writing invested in Business Friends (internal)	Words/Writing invested in Business Friends (external)	Words/Writing invested in Competitors	Words/Writing invested in Professional Institutes	Words/Writing invested in Industry Groups
Chi-Square[a,b]	2.000	13.500	8.333	8.333	8.333	9.500
df	6	2	1	1	1	2
Asymp. Sig.	.920	.001	.004	.004	.004	.009

Test Statistics

	Words/Writing invested in the Arts	Reputation/ Opinion most important in Board of Directors	Reputation/ Opinion most important in Environmental Groups	Reputation/ Opinion most important in Charity/Society	Reputation/ Opinion most important in Shareholders	Reputation/ Opinion most important in Employees	Reputation/ Opinion most important in Business Friends (internal)
Chi-Square[a,b]	8.333	3.000	9.500	8.333	3.000	4.667	8.000
df	1	5	2	1	5	4	3
Asymp. Sig.	.004	.700	.009	.004	.700	.323	.046

Test Statistics

	Reputation/ Opinion most important in Business Friends (external)	Reputation/ Opinion most important in Competitors	Reputation/ Opinion most important in Industry Groups	Reputation/ Opinion most important in the Arts	Representation wanted in Board of Directors	Representation wanted in Environmental Groups
Chi-Square[a,b]	16.000	5.333	3.000	8.333	2.167	13.500
df	3	1	1	1	4	2
Asymp. Sig.	.001	.021	.083	.004	.705	.001

Test Statistics

	Representation wanted in Charity/Society	Representation wanted in Shareholders	Representation wanted in Employees	Representation wanted in Business Friends (internal)	Representation wanted in Business Friends (external)	Representation wanted in Competitors
Chi-Square[a,b]	11.333	2.167	8.000	9.500	9.500	13.500
df	4	4	4	2	2	2
Asymp. Sig.	.023	.705	.092	.009	.009	.001

Test Statistics

	Representation wanted in Industry Groups	Representation wanted in the Arts	Went to private (1) or state (2) school	Background of Parents	Parents had great influence	Upbringing influences action today	School influences actions today
Chi-Square[a,b]	3.000	8.333	3.000	2.000	1.500	4.500	11.333
df	1	1	1	2	2	2	4
Asymp. Sig.	.083	.004	.083	.368	.472	.105	.023

Test Statistics

	Standard Industry Classification	Sum of Capital invested in Board Members	Sum of Capital invested in Environmental Groups	Sum of Capital invested in Charity/Society	Sum of Capital invested in Shareholders	Sum of Capital invested in Employees	Sum of Capital invested in Business Friends (internal)
Chi-Square[a,b]	6.000	4.000	11.333	7.833	1.333	1.500	7.167
df	5	5	4	6	9	8	4
Asymp. Sig.	.306	.549	.023	.251	.998	.993	.127

Test Statistics

	Sum of Capital invested in Business Friends (external)	Sum of Capital invested in Competitors	Sum of Capital invested in Professional Institutes	Sum of Capital invested in Industry Groups	Sum of Capital invested in the Arts	Highest Title held	Highest Non-Academic Title
Chi-Square[a,b]	15.000	8.000	9.500	7.000	9.500	3.333	3.600
df	5	4	2	5	2	3	1
Asymp. Sig.	.010	.092	.009	.221	.009	.343	.058

a. 9 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 1.3.

b. 11 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 1.1.

c. 4 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 2.8.

d. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 6.0.

e. 4 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 3.0.

f. 3 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 4.0.

g. 5 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 2.4.

h. 6 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 2.0.

i. 7 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 1.7.

j. 10 cells (100.0%) have expected frequencies less than 5. The minimum expected cell frequency is 1.2.

k. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 5.0.

Appendix 10

Descriptive Statistics German Respondents

escriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Age	6	46.00	61.00	53.8333	5.3448
Length of position held	6	9.00	120.00	74.6667	47.9319
University influenced very much	6	4.00	5.00	4.1667	.4082
Work experience influences very much	6	5.00	5.00	5.0000	.0000
Had strict upbringing by parents	6	1.00	5.00	2.6667	1.3663
Still contact with friends from university	6	1.00	5.00	3.3333	1.6330
School had strict rules for punishment	6	1.00	5.00	2.3333	1.7512
Work experience is more important than degrees	6	3.00	5.00	4.1667	.7528
School one of best in area	6	2.00	5.00	3.3333	1.5055
University one of best in country	6	2.00	5.00	3.8333	.9832
High level of education important for career	6	3.00	5.00	4.0000	.8944
'Right school' important for career	6	2.00	5.00	2.6667	1.2111
'Right university' important for career	6	2.00	5.00	3.0000	1.2649
Relationship capital invested in Board of Directors	6	1.00	2.00	1.5000	.5477
Relationship capital invested in Environmental Groups	6	.00	.00	.0000	.0000
Relationship capital invested in Charity/Society	6	.00	1.00	.5000	.5477

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Relationship capital invested in Shareholders	6	.00	4.00	1.1667	1.6021
Relationship capital invested in Employees	6	.00	4.00	2.5000	1.5166
Relationship capital invested in Business friends (internal)	6	.00	5.00	1.5000	1.8708
Relationship capital invested in Business friends (external)	6	.00	2.00	1.0000	.8944
Relationship capital invested in Competitors	6	.00	1.00	.3333	.5164
Relationship capital invested in Professional Institutes	6	.00	.00	.0000	.0000
Relationship capital invested in Industry Groups	6	.00	5.00	1.1667	1.9408
Relationship capital invested in the Arts	6	.00	2.00	.3333	.8165
Knowledge Capital invested in Board of Directors	6	.00	6.00	1.6667	2.2509
Knowledge Capital invested in Environmental Groups	6	.00	.00	.0000	.0000
Knowledge Capital invested in Charity/Society	6	.00	.00	.0000	.0000
Knowledge Capital invested in Shareholders	6	.00	4.00	1.8333	1.6021
Knowledge Capital invested in Employees	6	1.00	6.00	3.3333	1.7512

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Knowledge Capital invested in Business Friends (internal)	6	.00	4.00	1.0000	1.6733
Knowledge Capital invested in Business Friends (external)	6	.00	4.00	1.5000	1.5166
Knowledge Capital invested in Competitors	6	.00	.00	.0000	.0000
Knowledge Capital invested in Professional Institutes	6	.00	1.00	.1667	.4082
Knowledge Capital invested in Industry Groups	6	.00	1.00	.5000	.5477
Knowledge Capital invested in the Arts	6	.00	.00	.0000	.0000
Money Invested in Board of Directors	6	.00	1.00	.3333	.5164
Money Invested in Environmental Groups	6	.00	1.00	.1667	.4082
Money invested in Charity/Society	6	.00	1.00	.1667	.4082
Money Invested in Shareholders	6	.00	5.00	2.1667	2.0412
Money Invested in Employees	6	.00	10.00	4.6667	3.4448
Money Invested in Business Friends (External)	6	.00	6.00	1.1667	2.4014
Money Invested in Business Friends (external)	6	.00	1.00	.1667	.4082
Money Invested in Competitors	6	.00	4.00	.6667	1.6330

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Money invested in Professional Institutes	6	.00	2.00	.3333	.8165
Money invested in Industry Groups	6	.00	.00	.0000	.0000
Money invested in the Arts	6	.00	1.00	.1667	.4082
Words/Writing invested in Board of Directors	6	.00	6.00	2.1667	2.4014
Words/Writing invested in Environmental Groups	6	.00	.00	.0000	.0000
Words/Writing invested in Charity/Society	6	.00	2.00	.3333	.8165
Words/Writing invested in Shareholders	6	.00	4.00	1.6667	1.5055
Words/Writing invested in Employees	6	2.00	5.00	3.5000	1.0488
Words/Writing invested in Business Friends (external)	6	.00	2.00	.3333	.8165
Words/Writing invested in Business Friends (external)	6	.00	7.00	1.5000	2.8107
Words/Writing invested in Competitors	6	.00	.00	.0000	.0000
Words/Writing invested in Professional Institutes	6	.00	1.00	.1667	.4082
Words/Writing invested in Industry Groups	6	.00	2.00	.3333	.8165
Words/Writing invested in the Arts	6	.00	.00	.0000	.0000
Reputation/ Opinion most important in Board of Directors	6	.00	4.00	2.1667	1.4720

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Reputation/ Opinion most important in Environmental Groups	6	.00	.00	.0000	.0000
Reputation/ Opinion most important in Charity/Society	6	.00	.00	.0000	.0000
Reputation/ Opinion most important in Shareholders	6	.00	4.00	1.8333	1.8348
Reputation/ Opinion most important in Employees	6	.00	5.00	2.5000	1.8708
Reputation/ Opinion most important in Business Friends (internal)	6	.00	5.00	1.5000	2.0736
Reputation/ Opinion most important in Business Friends (internal)	6	.00	6.00	1.1667	2.4014
Reputation/ Opinion most important in Competitors	6	.00	1.00	.1667	.4082
Reputation/ Opinion most important in Professional Institutes	6	.00	1.00	.1667	.4082
Reputation/ Opinion most important in Industry Groups	6	.00	2.00	.5000	.8367
Reputation/ Opinion most important in the Arts	6	.00	.00	.0000	.0000
Representation wanted in Board of Directors	6	.00	4.00	2.3333	1.3663
Representation wanted in Environmental Groups	6	.00	1.00	.1667	.4082
Representation wanted in Charity/Society	6	.00	1.00	.1667	.4082

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Representation wanted in Shareholders	5	.00	4.00	1.8000	1.7889
Representation wanted in Employees	6	2.00	4.00	2.8333	.7528
Representation wanted in Business Friends (internal)	6	.00	3.00	1.5000	1.2247
Representation wanted in Business Friends (external)	6	.00	1.00	.6667	.5164
Representation wanted in Competitors	6	.00	1.00	.1667	.4082
Representation wanted in Professional Institutes	6	.00	1.00	.1667	.4082
Representation wanted in Industry Groups	6	.00	1.00	.1667	.4082
Representation wanted in the Arts	6	.00	1.00	.3333	.5164
Went to private (1) or state (2) school	6	2.00	2.00	2.0000	.0000
Background of Parents	6	1.00	4.00	3.0000	1.0954
Parents had great influence	6	1.00	5.00	3.5000	1.7607
Upbringing influences action today	6	2.00	5.00	4.1667	1.3292
School influences actions today	6	2.00	5.00	3.5000	1.2247
Sex	6	1.00	1.00	1.0000	.0000
Standard Industry Classification	6	1.00	4.00	2.6667	1.3663
Sum of Capital Invested in Board Members	6	5.00	20.00	10.1667	5.3448
Sum of Capital Invested in Environmental Groups	6	.00	2.00	.3333	.8165
Sum of Capital Invested in Charity/Society	6	.00	3.00	1.1667	1.4720

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Sum of Capital Invested in Shareholders	6	.00	21.00	10.1667	7.9352
Sum of Capital Invested in Employees	6	11.00	26.00	19.3333	6.0553
Sum of Capital Invested in Business Friends (internal)	6	.00	21.00	7.0000	7.6158
Sum of Capital Invested in Business Friends (external)	6	.00	18.00	6.0000	6.2290
Sum of Capital Invested in Competitors	6	.00	4.00	1.3333	1.5055
Sum of Capital Invested in Professional Institutes	6	.00	6.00	1.0000	2.4495
Sum of Capital Invested in Industry Groups	6	.00	8.00	2.6667	3.2042
Sum of Capital Invested in the Arts	6	.00	4.00	.8333	1.6021
Highest Title held	6	1.00	3.00	1.3333	.8165
Highest Non-Academic Title	0				
Valid N (listwise)	0				

Appendix 11

Descriptive Statistics UK Respondents

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Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Age	12	47.00	70.00	53.9167	6.2879
Length of position held (months)	12	3.00	370.00	52.0833	101.9104
University influenced very much	11	2.00	5.00	4.0909	.9439
Work experience influences very much	12	4.00	5.00	4.5833	.5149
Had strict upbringing by parents	12	1.00	4.00	2.5833	.9962
Still contact with friends from university	11	1.00	4.00	2.6364	1.0269
School had strict rules for punishment	12	2.00	4.00	2.8333	.9374
Work experience is more important than degrees	12	2.00	5.00	3.6667	1.0731
School one of best in area	12	1.00	5.00	3.5000	1.2432
University one of best in country	11	1.00	5.00	4.0909	1.3751
High level of education important for career	12	2.00	5.00	3.8333	.9374
'Right school' important for career	12	1.00	3.00	2.0000	.6030
'Right University' important for career	12	1.00	4.00	2.2500	.9653
Relationship capital invested in Board of Directors	12	.00	4.00	2.2500	1.2881
Relationship capital invested in Environmental Groups	12	.00	2.00	.3333	.6513
Relationship capital invested in Charity/Society	12	.00	1.00	.3333	.4924

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Relationship capital invested in Shareholders	12	.00	6.00	2.5000	1.9306
Relationship capital invested in Employees	12	1.00	4.00	2.8333	1.0299
Relationship capital invested in Business friends (internal)	12	.00	3.00	.5833	.9962
Relationship capital invested in Business friends (external)	12	.00	2.00	.5000	.6742
Relationship capital invested in Competitors	12	.00	2.00	.3333	.6513
Relationship capital invested in Professional Institutes	12	.00	1.00	8.3E-02	.2887
Relationship capital invested in Industry Groups	12	.00	1.00	.1667	.3892
Relationship capital invested in the Arts	12	.00	1.00	8.3E-02	.2887
Knowledge Capital invested in Board of Directors	12	.00	4.00	2.3333	1.1547
Knowledge Capital invested in Environmental Groups	12	.00	1.00	.2500	.4523
Knowledge Capital invested in Charity/Society	12	.00	2.00	.4167	.7930
Knowledge Capital invested in Shareholders	12	.00	7.00	2.5000	2.2361
Knowledge Capital invested in Employees	12	1.00	5.00	2.8333	1.1934

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Knowledge Capital invested in Business Friends (Internal)	12	.00	3.00	.5833	1.0836
Knowledge Capital invested in Business Friends (External)	12	.00	2.00	.1667	.5774
Knowledge Capital invested in Competitors	12	.00	4.00	.4167	1.1645
Knowledge Capital invested in Professional Institutes	12	.00	.00	.0000	.0000
Knowledge Capital invested in Industry Groups	12	.00	2.00	.4167	.6686
Knowledge Capital invested in the Arts	12	.00	1.00	8.3E-02	.2887
Money Invested in Board of Directors	12	.00	4.00	1.0833	1.5050
Money Invested in Environmental Groups	12	.00	1.00	.1667	.3892
Money Invested in Charity/Society	12	.00	2.00	.6667	.9847
Money Invested in Shareholders	12	.00	10.00	3.6667	2.9336
Money Invested in Employees	12	.00	6.00	3.0833	1.6214
Money Invested in Business Friends (Internal)	12	.00	3.00	.3333	.8876
Money Invested in Business Friends (External)	12	.00	3.00	.3333	.8876
Money Invested in Competitors	12	.00	.00	.0000	.0000

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Money invested in Professional Institutes	12	.00	2.00	.2500	.6216
Money invested in Industry Groups	12	.00	1.00	.2500	.4523
Money invested in the Arts	12	.00	1.00	8.3E-02	.2887
Words/Writing invested in Board of Directors	12	.00	5.00	2.0000	1.5374
Words/Writing invested in Environmental Groups	12	.00	2.00	.5000	.7977
Words/Writing invested in Charity/Society	12	.00	2.00	.5000	.7977
Words/Writing invested in Shareholders	12	.00	6.00	2.7500	1.7645
Words/Writing invested in Employees	12	.00	6.00	3.0833	1.8809
Words/Writing invested in Business Friends (External)	12	.00	2.00	.2500	.6216
Words/Writing invested in Business Friends (external)	12	.00	1.00	8.3E-02	.2887
Words/Writing invested in Competitors	12	.00	3.00	.2500	.8660
Words/Writing invested in Professional Institutes	12	.00	1.00	8.3E-02	.2887
Words/Writing invested in Industry Groups	12	.00	2.00	.4167	.7930
Words/Writing invested in the Arts	12	.00	1.00	8.3E-02	.2887
Reputation/ Opinion most important in Board of Directors	12	.00	6.00	2.1667	1.8007

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Reputation/ Opinion most important in Environmental Groups	12	.00	2.00	.3333	.6513
Reputation/ Opinion most important in Charity/Society	12	.00	2.00	.1667	.5774
Reputation/ Opinion most important in Shareholders	12	.00	6.00	2.6667	1.9695
Reputation/ Opinion most important in Employees	12	1.00	6.00	3.0000	1.2792
Reputation/ Opinion most important in Business Friends (internal)	12	.00	4.00	.7500	1.2154
Reputation/ Opinion most important in Business Friends (external)	12	.00	3.00	.5000	1.0000
Reputation/ Opinion most important in Competitors	12	.00	1.00	.1667	.3892
Reputation/ Opinion most important in Professional Institutes	12	.00	.00	.0000	.0000
Reputation/ Opinion most important in Industry Groups	12	.00	1.00	.2500	.4523
Reputation/ Opinion most important in the Arts	12	.00	1.00	8.3E-02	.2887
Representation wanted in Board of Directors	12	.00	7.00	3.0000	1.9069
Representation wanted in Environmental Groups	12	.00	2.00	.2500	.6216
Representation wanted in Charity/Society	12	.00	6.00	1.0833	1.8320

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Representation wanted in Shareholders	12	.00	5.00	2.1667	1.8007
Representation wanted in Employees	12	.00	4.00	2.1667	1.0299
Representation wanted in Business Friends (internal)	12	.00	2.00	.3333	.6513
Representation wanted in Business Friends (external)	12	.00	3.00	.4167	.9003
Representation wanted in Competitors	12	.00	2.00	.2500	.6216
Representation wanted in Professional Institutes	12	.00	.00	.0000	.0000
Representation wanted in Industry Groups	12	.00	1.00	.2500	.4523
Representation wanted in the Arts	12	.00	1.00	8.3E-02	.2887
Went to private (1) or state (2) school	12	1.00	2.00	1.7500	.4523
Background of Parents	12	1.00	3.00	1.8333	.7177
Parents had great influence	12	2.00	5.00	4.0833	1.0836
Upbringing influences action today	12	1.00	5.00	4.0833	1.0836
School influences actions today	12	1.00	5.00	3.6667	1.1547
Sex	12	1.00	1.00	1.0000	.0000
Standard Industry Classification	12	1.00	8.00	3.3333	2.7080
Sum of Capital Invested in Board Members	12	4.00	19.00	12.8333	5.5569
Sum of Capital Invested in Environmental Groups	12	.00	6.00	1.8333	2.5879
Sum of Capital Invested in Charity/Society	12	.00	10.00	3.1667	3.9042

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Sum of Capital Invested in Shareholders	12	7.00	34.00	16.2500	8.0693
Sum of Capital Invested in Employees	12	9.00	26.00	17.0000	4.9360
Sum of Capital Invested in Business Friends (Internal)	12	.00	9.00	2.8333	3.6639
Sum of Capital Invested in Business Friends (External)	12	.00	8.00	2.0000	2.9233
Sum of Capital Invested in Competitors	12	.00	7.00	1.4167	2.0652
Sum of Capital Invested in Professional Institutes	12	.00	2.00	.4167	.7930
Sum of Capital Invested in Industry Groups	12	.00	7.00	1.7500	2.1373
Sum of Capital Invested in the Area	12	.00	4.00	.5000	1.1677
Highest Title held	12	1.00	5.00	2.2500	1.4222
Highest Non-Academic Title	10	1.00	2.00	1.2000	.4216
Valid N (listwise)	9				

Appendix 12

Correlation Analysis German Respondents

Correlations

		University influenced very much	Work experience influences very much	Had strict upbringing by parents	Still contact with friends from university	School had strict rules for punishment	Work experience is more important than degrees
rson relation	University influenced very much	1.000	.	.120	.500	.746	-.108
	Work experience influences very much	.	1.000	.	.	.	.
	Had strict upbringing by parents	.120	.	1.000	.329	-.111	-.713
	Still contact with friends from university	.500	.	.329	1.000	.303	-.217
	School had strict rules for punishment	.746	.	-.111	.303	1.000	-.202
	Work experience is more important than degrees	-.108	.	-.713	-.217	-.202	1.000
	School one of best in area	.542	.	.648	.515	.101	-.059
	University one of best in country	.581	.	.248	-.208	.387	.045
	High level of education important for career	.548	.	.491	-.137	.383	-.594
	'Right school' important for career	-.270	.	.766	.067	-.409	-.804
	'Right university' important for career	.387	.	.810	.387	.090	-.840*
	Went to private (1) or state (2) school	.	.	.	.	.	.
	Background of Parents	.000	.	.802	.559	.000	-.485
	Parents had great influence	.417	.	.665	.835*	.195	-.679
	Upbringing influences action today	.307	.	.147	.246	-.200	-.233
	School influences actions today	.600	.	.598	.900*	.187	-.325
	Sum of Capital invested in Board Members	.901*	.	.091	.244	.890*	-.307
	Sum of Capital invested in Environmental Groups	-.200	.	-.239	.500	-.093	-.108
	Sum of Capital invested in Charity/Society	-.388	.	-.365	.139	.207	-.030

Correlations

		University influenced very much	Work experience influences very much	Had strict upbringing by parents	Still contact with friends from university	School had strict rules for punishment	Work experience is more important than degrees
Pearson Correlation	Sum of Capital invested in Shareholders	-.072	.	.394	-.314	-.581	-.173
	Sum of Capital invested in Employees	-.674	.	.403	-.337	-.880*	.073
	Sum of Capital invested in Business Friends (internal)	.129	.	-.423	-.308	.720	-.070
	Sum of Capital invested in Business Friends (external)	-.236	.	-.212	.118	-.348	.768
	Sum of Capital invested in Competitors	-.434	.	-.519	-.298	.253	.118
	Sum of Capital invested in Professional Institutes	-.200	.	-.239	.500	-.093	-.108
	Sum of Capital invested in Industry Groups	.815*	.	.198	.828*	.558	-.304
	Sum of Capital invested in the Arts	-.255	.	-.030	.484	-.190	-.304
Sig. (2-tailed)	University influenced very much	.	.	.822	.313	.089	.838
	Work experience influences very much	.	.	.	.	.	.
	Had strict upbringing by parents	.822	.	.	.525	.834	.112
	Still contact with friends from university	.313	.	.525	.	.559	.680
	School had strict rules for punishment	.089	.	.834	.559	.	.701
	Work experience is more important than degrees	.838	.	.112	.680	.701	.
	School one of best in area	.266	.	.164	.296	.849	.912
	University one of best in country	.226	.	.635	.693	.448	.932

Correlations

		University influenced very much	Work experience influences very much	Had strict upbringing by parents	Still contact with friends from university	School had strict rules for punishment	Work experience is more important than degrees
Sig. (2-tailed)	High level of education important for career	.261	.	.323	.796	.454	.214
	'Right school' important for career	.605	.	.076	.899	.421	.054
	'Right university' important for career	.448	.	.051	.448	.865	.036
	Went to private (1) or state (2) school	.	.	.	.	.	.
	Background of Parents	1.000	.	.055	.249	1.000	.329
	Parents had great influence	.410	.	.149	.039	.712	.138
	Upbringing influences action today	.554	.	.781	.639	.703	.657
	School influences actions today	.208	.	.210	.014	.723	.529
	Sum of Capital invested in Board Members	.014	.	.863	.641	.017	.555
	Sum of Capital invested in Environmental Groups	.704	.	.648	.313	.861	.838
	Sum of Capital invested in Charity/Society	.447	.	.477	.793	.694	.955
	Sum of Capital invested in Shareholders	.892	.	.440	.545	.227	.743
	Sum of Capital invested in Employees	.142	.	.428	.514	.021	.891
	Sum of Capital invested in Business Friends (internal)	.808	.	.404	.556	.107	.896
	Sum of Capital invested in Business Friends (external)	.653	.	.687	.824	.499	.075
	Sum of Capital invested in Competitors	.390	.	.292	.566	.629	.824

Correlations

		University influenced very much	Work experience influences very much	Had strict upbringing by parents	Still contact with friends from university	School had strict rules for punishment	Work experience is more important than degrees
Sig. (2-tailed)	Sum of Capital invested in Professional Institutes	.704	.	.648	.313	.861	.838
	Sum of Capital invested in Industry Groups	.048	.	.707	.042	.249	.558
	Sum of Capital invested in the Arts	.626	.	.954	.331	.718	.558
N	University influenced very much	6	6	6	6	6	6
	Work experience influences very much	6	6	6	6	6	6
	Had strict upbringing by parents	6	6	6	6	6	6
	Still contact with friends from university	6	6	6	6	6	6
	School had strict rules for punishment	6	6	6	6	6	6
	Work experience is more important than degrees	6	6	6	6	6	6
	School one of best in area	6	6	6	6	6	6
	University one of best in country	6	6	6	6	6	6
	High level of education important for career	6	6	6	6	6	6
	'Right school' important for career	6	6	6	6	6	6
	'Right university' important for career	6	6	6	6	6	6
	Went to private (1) or state (2) school	6	6	6	6	6	6
	Background of Parents	6	6	6	6	6	6
	Parents had great influence	6	6	6	6	6	6
	Upbringing influences action today	6	6	6	6	6	6
	School influences actions today	6	6	6	6	6	6

Correlations

	University influenced very much	Work experience influences very much	Had strict upbringing by parents	Still contact with friends from university	School had strict rules for punishment	Work experience is more important than degrees
Sum of Capital invested in Board Members	6	6	6	6	6	6
Sum of Capital invested in Environmental Groups	6	6	6	6	6	6
Sum of Capital invested in Charity/Society	6	6	6	6	6	6
Sum of Capital invested in Shareholders	6	6	6	6	6	6
Sum of Capital invested in Employees	6	6	6	6	6	6
Sum of Capital invested in Business Friends (internal)	6	6	6	6	6	6
Sum of Capital invested in Business Friends (external)	6	6	6	6	6	6
Sum of Capital invested in Competitors	6	6	6	6	6	6
Sum of Capital invested in Professional Institutes	6	6	6	6	6	6
Sum of Capital invested in Industry Groups	6	6	6	6	6	6
Sum of Capital invested in the Arts	6	6	6	6	6	6

Correlations

		School one of best in area	University one of best in country	High level of education important for career	'Right school' important for career	'Right university' important for career	Went to private (1) or state (2) school	Background of Parents
Pearson Correlation	University influenced very much	.542	.581	.548	-.270	.387	.	.000
	Work experience influences very much	.	.	.	.	.	.	.
	Had strict upbringing by parents	.648	.248	.491	.766	.810	.	.802
	Still contact with friends from university	.515	-.208	-.137	.067	.387	.	.559
	School had strict rules for punishment	.101	.387	.383	-.409	.090	.	.000
	Work experience is more important than degrees	-.059	.045	-.594	-.804	-.840*	.	-.485
	School one of best in area	1.000	.585	.297	.073	.420	.	.606
	University one of best in country	.585	1.000	.682	-.224	.161	.	.000
	High level of education important for career	.297	.682	1.000	.369	.707	.	.000
	'Right school' important for career	.073	-.224	.369	1.000	.783	.	.452
	'Right university' important for career	.420	.161	.707	.783	1.000	.	.433
	Went to private (1) or state (2) school	.	.	.	.	.	1.000	.
	Background of Parents	.606	.000	.000	.452	.433	.	1.000
	Parents had great influence	.453	-.173	.254	.563	.808	.	.622
	Upbringing influences action today	.067	-.128	.336	.414	.595	.	-.275
	School influences actions today	.759	.083	.183	.270	.645	.	.596
	Sum of Capital invested in Board Members	.290	.615	.711	-.206	.385	.	-.068
	Sum of Capital invested in Environmental Groups	-.434	-.914*	-.548	.135	.000	.	.000
	Sum of Capital invested in Charity/Society	-.572	-.668	-.608	-.187	-.430	.	.124

Correlations

		School one of best in area	University one of best in country	High level of education important for career	'Right school' important for career	'Right university' important for career	Went to private (1) or state (2) school	Background of Parents
Pearson Correlation	Sum of Capital invested in Shareholders	.195	.235	.479	.569	.498	.	-.161
	Sum of Capital invested in Employees	.183	-.056	-.185	.455	.000	.	.302
	Sum of Capital invested in Business Friends (internal)	-.471	.160	.147	-.434	-.332	.	-.264
	Sum of Capital invested in Business Friends (external)	.320	-.033	-.718	-.504	-.635	.	.176
	Sum of Capital invested in Competitors	-.676	-.360	-.446	-.366	-.630	.	-.121
	Sum of Capital invested in Professional Institutes	-.434	-.914*	-.548	.135	.000	.	.000
	Sum of Capital invested in Industry Groups	.401	.042	.279	.017	.543	.	.171
	Sum of Capital invested in the Arts	-.387	-.910*	-.419	.378	.197	.	.114
Sig. (2-tailed)	University influenced very much	.266	.226	.261	.605	.448	.	1.000
	Work experience influences very much	.	.	.	.	.	.	.
	Had strict upbringing by parents	.164	.635	.323	.076	.051	.	.055
	Still contact with friends from university	.296	.693	.796	.899	.448	.	.249
	School had strict rules for punishment	.849	.448	.454	.421	.865	.	1.000
	Work experience is more important than degrees	.912	.932	.214	.054	.036	.	.329
	School one of best in area	.	.222	.568	.891	.407	.	.202
	University one of best in country	.222	.	.135	.670	.761	.	1.000

Correlations

		School one of best in area	University one of best in country	High level of education important for career	'Right school' important for career	'Right university' important for career	Went to private (1) or state (2) school	Background of Parents
(2-tailed)	High level of education important for career	.568	.135	.	.471	.116	.	1.000
	'Right school' important for career	.891	.670	.471	.	.065	.	.368
	'Right university' important for career	.407	.761	.116	.065	.	.	.391
	Went to private (1) or state (2) school	.	.	.	.	.	.	.
	Background of Parents	.202	1.000	1.000	.368	.391	.	.
	Parents had great influence	.367	.743	.627	.245	.052	.	.187
	Upbringing influences action today	.900	.810	.514	.414	.213	.	.598
	School influences actions today	.080	.876	.729	.605	.166	.	.212
	Sum of Capital invested in Board Members	.577	.194	.113	.695	.452	.	.898
	Sum of Capital invested in Environmental Groups	.390	.011	.261	.799	1.000	.	1.000
	Sum of Capital invested in Charity/Society	.236	.147	.201	.723	.395	.	.815
	Sum of Capital invested in Shareholders	.711	.654	.336	.239	.315	.	.761
	Sum of Capital invested in Employees	.729	.916	.726	.365	1.000	.	.561
	Sum of Capital invested in Business Friends (internal)	.346	.762	.781	.390	.520	.	.614
	Sum of Capital invested in Business Friends (external)	.537	.951	.108	.308	.176	.	.739
	Sum of Capital invested in Competitors	.140	.483	.376	.476	.180	.	.819

Correlations

		School one of best in area	University one of best in country	High level of education important for career	'Right school' important for career	'Right university' important for career	Went to private (1) or state (2) school	Background of Parents
Sig. (2-tailed)	Sum of Capital invested in Professional Institutes	.390	.011	.261	.799	1.000	.	1.000
	Sum of Capital invested in Industry Groups	.431	.937	.592	.974	.266	.	.746
	Sum of Capital invested in the Arts	.449	.012	.409	.460	.708	.	.830
N	University influenced very much	6	6	6	6	6	6	6
	Work experience influences very much	6	6	6	6	6	6	6
	Had strict upbringing by parents	6	6	6	6	6	6	6
	Still contact with friends from university	6	6	6	6	6	6	6
	School had strict rules for punishment	6	6	6	6	6	6	6
	Work experience is more important than degrees	6	6	6	6	6	6	6
	School one of best in area	6	6	6	6	6	6	6
	University one of best in country	6	6	6	6	6	6	6
	High level of education important for career	6	6	6	6	6	6	6
	'Right school' important for career	6	6	6	6	6	6	6
	'Right university' important for career	6	6	6	6	6	6	6
	Went to private (1) or state (2) school	6	6	6	6	6	6	6
	Background of Parents	6	6	6	6	6	6	6
	Parents had great influence	6	6	6	6	6	6	6
	Upbringing influences action today	6	6	6	6	6	6	6
	School influences actions today	6	6	6	6	6	6	6

Correlations

		School one of best in area	University one of best in country	High level of education important for career	'Right school' important for career	'Right university' important for career	Went to private (1) or state (2) school	Background of Parents
N	Sum of Capital invested in Board Members	6	6	6	6	6	6	6
	Sum of Capital invested in Environmental Groups	6	6	6	6	6	6	6
	Sum of Capital invested in Charity/Society	6	6	6	6	6	6	6
	Sum of Capital invested in Shareholders	6	6	6	6	6	6	6
	Sum of Capital invested in Employees	6	6	6	6	6	6	6
	Sum of Capital invested in Business Friends (internal)	6	6	6	6	6	6	6
	Sum of Capital invested in Business Friends (external)	6	6	6	6	6	6	6
	Sum of Capital invested in Competitors	6	6	6	6	6	6	6
	Sum of Capital invested in Professional Institutes	6	6	6	6	6	6	6
	Sum of Capital invested in Industry Groups	6	6	6	6	6	6	6
	Sum of Capital invested in the Arts	6	6	6	6	6	6	6

Correlations

		Parents had great influence	Upbringing influences action today	School influences actions today	Sum of Capital invested in Board Members	Sum of Capital invested in Environmental Groups	Sum of Capital invested in Charity/Society
Pearson Correlation	University influenced very much	.417	.307	.600	.901*	-.200	-.388
	Work experience influences very much	.	.	.	.	.	.
	Had strict upbringing by parents	.665	.147	.598	.091	-.239	-.365
	Still contact with friends from university	.835*	.246	.900*	.244	.500	.139
	School had strict rules for punishment	.195	-.200	.187	.890*	-.093	.207
	Work experience is more important than degrees	-.679	-.233	-.325	-.307	-.108	-.030
	School one of best in area	.453	.067	.759	.290	-.434	-.572
	University one of best in country	-.173	-.128	.083	.615	-.914*	-.668
	High level of education important for career	.254	.336	.183	.711	-.548	-.608
	'Right school' important for career	.563	.414	.270	-.206	.135	-.187
	'Right university' important for career	.808	.595	.645	.385	.000	-.430
	Went to private (1) or state (2) school	.	.	.	.	.	.
	Background of Parents	.622	-.275	.596	-.068	.000	.124
	Parents had great influence	1.000	.470	.881*	.287	.417	-.039
	Upbringing influences action today	.470	1.000	.430	.136	.307	-.528
	School influences actions today	.881*	.430	1.000	.321	.200	-.277
	Sum of Capital invested in Board Members	.287	.136	.321	1.000	-.290	-.233
	Sum of Capital invested in Environmental Groups	.417	.307	.200	-.290	1.000	.610
	Sum of Capital invested in Charity/Society	-.039	-.528	-.277	-.233	.610	1.000

Correlations

		Parents had great influence	Upbringing influences action today	School influences actions today	Sum of Capital invested in Board Members	Sum of Capital invested in Environmental Groups	Sum of Capital invested in Charity/Society
...on ...ation	Sum of Capital invested in Shareholders	.050	.661	.072	-.152	-.319	-.825*
	Sum of Capital invested in Employees	-.188	-.083	-.135	-.762	-.270	-.299
	Sum of Capital invested in Business Friends (internal)	-.358	-.553	-.515	.477	-.129	.517
	Sum of Capital invested in Business Friends (external)	-.328	-.435	.026	-.511	-.079	.065
	Sum of Capital invested in Competitors	-.453	-.733	-.651	-.157	.217	.872*
	Sum of Capital invested in Professional Institutes	.417	.307	.200	-.290	1.000**	.610
	Sum of Capital invested in Industry Groups	.780	.532	.815*	.646	.357	-.113
	Sum of Capital invested in the Arts	.532	.391	.255	-.323	.968**	.523
...ed)	University influenced very much	.410	.554	.208	.014	.704	.447
	Work experience influences very much	.	.	.	.	. .	.
	Had strict upbringing by parents	.149	.781	.210	.863	.648	.477
	Still contact with friends from university	.039	.639	.014	.641	.313	.793
	School had strict rules for punishment	.712	.703	.723	.017	.861	.694
	Work experience is more important than degrees	.138	.657	.529	.555	.838	.955
	School one of best in area	.367	.900	.080	.577	.390	.236
	University one of best in country	.743	.810	.876	.194	.011	.147

Correlations

		Parents had great influence	Upbringing influences action today	School influences actions today	Sum of Capital invested in Board Members	Sum of Capital invested in Environmental Groups	Sum of Capital invested in Charity/Society
ig. (2-tailed)	High level of education important for career	.627	.514	.729	.113	.261	.201
	'Right school' important for career	.245	.414	.605	.695	.799	.723
	'Right university' important for career	.052	.213	.166	.452	1.000	.395
	Went to private (1) or state (2) school	.	.	.	.	.	.
	Background of Parents	.187	.598	.212	.898	1.000	.815
	Parents had great influence	.	.347	.020	.581	.410	.942
	Upbringing influences action today	.347	.	.395	.797	.554	.281
	School influences actions today	.020	.395	.	.535	.704	.595
	Sum of Capital invested in Board Members	.581	.797	.535	.	.577	.657
	Sum of Capital invested in Environmental Groups	.410	.554	.704	.577	.	.198
	Sum of Capital invested in Charity/Society	.942	.281	.595	.657	.198	.
	Sum of Capital invested in Shareholders	.925	.153	.892	.774	.538	.043
	Sum of Capital invested in Employees	.722	.876	.799	.078	.605	.565
	Sum of Capital invested in Business Friends (internal)	.486	.255	.296	.339	.808	.293
	Sum of Capital invested in Business Friends (external)	.525	.389	.961	.301	.882	.902
	Sum of Capital invested in Competitors	.367	.097	.162	.766	.680	.023

Correlations

		Parents had great influence	Upbringing influences action today	School influences actions today	Sum of Capital invested in Board Members	Sum of Capital invested in Environmental Groups	Sum of Capital invested in Charity/Society
Sig. (2-tailed)	Sum of Capital invested in Professional Institutes	.410	.554	.704	.577	.000	.198
	Sum of Capital invested in Industry Groups	.067	.277	.048	.166	.488	.831
	Sum of Capital invested in the Arts	.278	.443	.626	.532	.001	.287
N	University influenced very much	6	6	6	6	6	6
	Work experience influences very much	6	6	6	6	6	6
	Had strict upbringing by parents	6	6	6	6	6	6
	Still contact with friends from university	6	6	6	6	6	6
	School had strict rules for punishment	6	6	6	6	6	6
	Work experience is more important than degrees	6	6	6	6	6	6
	School one of best in area	6	6	6	6	6	6
	University one of best in country	6	6	6	6	6	6
	High level of education important for career	6	6	6	6	6	6
	'Right school' important for career	6	6	6	6	6	6
	'Right university' important for career	6	6	6	6	6	6
	Went to private (1) or state (2) school	6	6	6	6	6	6
	Background of Parents	6	6	6	6	6	6
	Parents had great influence	6	6	6	6	6	6
	Upbringing influences action today	6	6	6	6	6	6
	School influences actions today	6	6	6	6	6	6

Correlations

		Parents had great influence	Upbringing influences action today	School influences actions today	Sum of Capital invested in Board Members	Sum of Capital invested in Environmental Groups	Sum of Capital invested in Charity/Society
N	Sum of Capital invested in Board Members	6	6	6	6	6	6
	Sum of Capital invested in Environmental Groups	6	6	6	6	6	6
	Sum of Capital invested in Charity/Society	6	6	6	6	6	6
	Sum of Capital invested in Shareholders	6	6	6	6	6	6
	Sum of Capital invested in Employees	6	6	6	6	6	6
	Sum of Capital invested in Business Friends (internal)	6	6	6	6	6	6
	Sum of Capital invested in Business Friends (external)	6	6	6	6	6	6
	Sum of Capital invested in Competitors	6	6	6	6	6	6
	Sum of Capital invested in Professional Institutes	6	6	6	6	6	6
	Sum of Capital invested in Industry Groups	6	6	6	6	6	6
	Sum of Capital invested in the Arts	6	6	6	6	6	6

Correlations

		Sum of Capital invested in Shareholders	Sum of Capital invested in Employees	Sum of Capital invested in Business Friends (internal)	Sum of Capital invested in Business Friends (external)	Sum of Capital invested in Competitors	Sum of Capital invested in Professional Institutes
Pearson Correlation	University influenced very much	-.072	-.674	.129	-.236	-.434	-.200
	Work experience influences very much	.	.	.	.	.	.
	Had strict upbringing by parents	.394	.403	-.423	-.212	-.519	-.239
	Still contact with friends from university	-.314	-.337	-.306	.118	-.298	.500
	School had strict rules for punishment	-.581	-.880*	.720	-.348	.253	-.093
	Work experience is more important than degrees	-.173	.073	-.070	.768	.118	-.108
	School one of best in area	.195	.183	-.471	.320	-.676	-.434
	University one of best in country	.235	-.056	.160	-.033	-.360	-.914*
	High level of education important for career	.479	-.185	.147	-.718	-.446	-.548
	'Right school' important for career	.569	.455	-.434	-.504	-.366	.135
	'Right university' important for career	.498	.000	-.332	-.635	-.630	.000
	Went to private (1) or state (2) school	.	.	.	.	.	.
	Background of Parents	-.161	.302	-.264	.176	-.121	.000
	Parents had great influence	.050	-.188	-.358	-.328	-.453	.417
	Upbringing influences action today	.661	-.083	-.553	-.435	-.733	.307
	School influences actions today	.072	-.135	-.515	.026	-.651	.200
	Sum of Capital invested in Board Members	-.152	-.762	.477	-.511	-.157	-.290
	Sum of Capital invested in Environmental Groups	-.319	-.270	-.129	-.079	.217	1.000**
	Sum of Capital invested in Charity/Society	-.825*	-.299	.517	.065	.872*	.610

Correlations

		Sum of Capital invested in Shareholders	Sum of Capital invested in Employees	Sum of Capital invested in Business Friends (internal)	Sum of Capital invested in Business Friends (external)	Sum of Capital invested in Competitors	Sum of Capital invested in Professional Institutes
rson relation	Sum of Capital invested in Shareholders	1.000	.548	-.635	-.251	-.759	-.319
	Sum of Capital invested in Employees	.548	1.000	-.629	.398	-.256	-.270
	Sum of Capital invested in Business Friends (internal)	-.635	-.629	1.000	-.337	.767	-.129
	Sum of Capital invested in Business Friends (external)	-.251	.398	-.337	1.000	.043	-.079
	Sum of Capital invested in Competitors	-.759	-.256	.767	.043	1.000	.217
	Sum of Capital invested in Professional Institutes	-.319	-.270	-.129	-.079	.217	1.000
	Sum of Capital invested in Industry Groups	-.123	-.653	-.107	-.291	-.428	.357
	Sum of Capital invested in the Arts	-.155	-.137	-.229	-.200	.111	.968**
(2-ailed)	University influenced very much	.892	.142	.808	.653	.390	.704
	Work experience influences very much	.	.	.	.	.	.
	Had strict upbringing by parents	.440	.428	.404	.687	.292	.648
	Still contact with friends from university	.545	.514	.556	.824	.566	.313
	School had strict rules for punishment	.227	.021	.107	.499	.629	.861
	Work experience is more important than degrees	.743	.891	.896	.075	.824	.838
	School one of best in area	.711	.729	.346	.537	.140	.390
	University one of best in country	.654	.916	.762	.951	.483	.011

Correlations

		Sum of Capital invested in Shareholders	Sum of Capital invested in Employees	Sum of Capital invested in Business Friends (internal)	Sum of Capital invested in Business Friends (external)	Sum of Capital invested in Competitors	Sum of Capital invested in Professional Institutes
Sig. (2-tailed)	High level of education important for career	.336	.726	.781	.108	.376	.261
	'Right school' important for career	.239	.365	.390	.308	.476	.799
	'Right university' important for career	.315	1.000	.520	.176	.180	1.000
	Went to private (1) or state (2) school	.	.	.	.	.	.
	Background of Parents	.761	.561	.614	.739	.819	1.000
	Parents had great influence	.925	.722	.486	.525	.367	.410
	Upbringing influences action today	.153	.876	.255	.389	.097	.554
	School influences actions today	.892	.799	.296	.961	.162	.704
	Sum of Capital invested in Board Members	.774	.078	.339	.301	.766	.577
	Sum of Capital invested in Environmental Groups	.538	.605	.808	.882	.680	.000
	Sum of Capital invested in Charity/Society	.043	.565	.293	.902	.023	.198
	Sum of Capital invested in Shareholders	.	.260	.175	.632	.080	.538
	Sum of Capital invested in Employees	.260	.	.181	.435	.624	.605
	Sum of Capital invested in Business Friends (internal)	.175	.181	.	.513	.075	.808
	Sum of Capital invested in Business Friends (external)	.632	.435	.513	.	.936	.882
	Sum of Capital invested in Competitors	.080	.624	.075	.936	.	.680

Correlations

		Sum of Capital invested in Shareholders	Sum of Capital invested in Employees	Sum of Capital invested in Business Friends (internal)	Sum of Capital invested in Business Friends (external)	Sum of Capital invested in Competitors	Sum of Capital invested in Professional Institutes
led)	Sum of Capital invested in Professional Institutes	.538	.605	.808	.882	.680	.
	Sum of Capital invested in Industry Groups	.816	.160	.841	.576	.397	.488
	Sum of Capital invested in the Arts	.770	.795	.662	.703	.835	.001
N	University influenced very much	6	6	6	6	6	6
	Work experience influences very much	6	6	6	6	6	6
	Had strict upbringing by parents	6	6	6	6	6	6
	Still contact with friends from university	6	6	6	6	6	6
	School had strict rules for punishment	6	6	6	6	6	6
	Work experience is more important than degrees	6	6	6	6	6	6
	School one of best in area	6	6	6	6	6	6
	University one of best in country	6	6	6	6	6	6
	High level of education important for career	6	6	6	6	6	6
	'Right school' important for career	6	6	6	6	6	6
	'Right university' important for career	6	6	6	6	6	6
	Went to private (1) or state (2) school	6	6	6	6	6	6
	Background of Parents	6	6	6	6	6	6
	Parents had great influence	6	6	6	6	6	6
	Upbringing influences action today	6	6	6	6	6	6
	School influences actions today	6	6	6	6	6	6

Correlations

		Sum of Capital invested in Shareholders	Sum of Capital invested in Employees	Sum of Capital invested in Business Friends (internal)	Sum of Capital invested in Business Friends (external)	Sum of Capital invested in Competitors	Sum of Capital invested in Professional Institutes
N	Sum of Capital invested in Board Members	6	6	6	6	6	6
	Sum of Capital invested in Environmental Groups	6	6	6	6	6	6
	Sum of Capital invested in Charity/Society	6	6	6	6	6	6
	Sum of Capital invested in Shareholders	6	6	6	6	6	6
	Sum of Capital invested in Employees	6	6	6	6	6	6
	Sum of Capital invested in Business Friends (internal)	6	6	6	6	6	6
	Sum of Capital invested in Business Friends (external)	6	6	6	6	6	6
	Sum of Capital invested in Competitors	6	6	6	6	6	6
	Sum of Capital invested in Professional Institutes	6	6	6	6	6	6
	Sum of Capital invested in Industry Groups	6	6	6	6	6	6
	Sum of Capital invested in the Arts	6	6	6	6	6	6

Correlations

		Sum of Capital invested in Industry Groups	Sum of Capital invested in the Arts
Pearson Correlation	University influenced very much	.815*	-.255
	Work experience influences very much	.	.
	Had strict upbringing by parents	.198	-.030
	Still contact with friends from university	.828*	.484
	School had strict rules for punishment	.558	-.190
	Work experience is more important than degrees	-.304	-.304
	School one of best in area	.401	-.387
	University one of best in country	.042	-.910*
	High level of education important for career	.279	-.419
	'Right school' important for career	.017	.378
	'Right university' important for career	.543	.197
	Went to private (1) or state (2) school	.	.
	Background of Parents	.171	.114
	Parents had great influence	.780	.532
	Upbringing influences action today	.532	.391
	School influences actions today	.815*	.255
	Sum of Capital invested in Board Members	.646	-.323
	Sum of Capital invested in Environmental Groups	.357	.968**
	Sum of Capital invested in Charity/Society	-.113	.523

Correlations

		Sum of Capital invested in Industry Groups	Sum of Capital invested in the Arts
Pearson Correlation	Sum of Capital invested in Shareholders	-.123	-.155
	Sum of Capital invested in Employees	-.653	-.137
	Sum of Capital invested in Business Friends (internal)	-.107	-.229
	Sum of Capital invested in Business Friends (external)	-.291	-.200
	Sum of Capital invested in Competitors	-.428	.111
	Sum of Capital invested in Professional Institutes	.357	.968**
	Sum of Capital invested in Industry Groups	1.000	.338
	Sum of Capital invested in the Arts	.338	1.000
Sig. (2-tailed)	University influenced very much	.048	.626
	Work experience influences very much	.	.
	Had strict upbringing by parents	.707	.954
	Still contact with friends from university	.042	.331
	School had strict rules for punishment	.249	.718
	Work experience is more important than degrees	.558	.558
	School one of best in area	.431	.449
	University one of best in country	.937	.012

Correlations

		Sum of Capital invested in Industry Groups	Sum of Capital invested in the Arts
(2-tailed)	High level of education important for career	.592	.409
	'Right school' important for career	.974	.460
	'Right university' important for career	.266	.708
	Went to private (1) or state (2) school	.	.
	Background of Parents	.746	.830
	Parents had great influence	.067	.278
	Upbringing influences action today	.277	.443
	School influences actions today	.048	.626
	Sum of Capital invested in Board Members	.166	.532
	Sum of Capital invested in Environmental Groups	.488	.001
	Sum of Capital invested in Charity/Society	.831	.287
	Sum of Capital invested in Shareholders	.816	.770
	Sum of Capital invested in Employees	.160	.795
	Sum of Capital invested in Business Friends (internal)	.841	.662
	Sum of Capital invested in Business Friends (external)	.576	.703
	Sum of Capital invested in Competitors	.397	.835

Correlations

		Sum of Capital invested in Industry Groups	Sum of Capital invested in the Arts
ed)	Sum of Capital invested in Professional Institutes	.488	.001
	Sum of Capital invested in Industry Groups	.	.513
	Sum of Capital invested in the Arts	.513	.
	University influenced very much	6	6
	Work experience influences very much	6	6
	Had strict upbringing by parents	6	6
	Still contact with friends from university	6	6
	School had strict rules for punishment	6	6
	Work experience is more important than degrees	6	6
	School one of best in area	6	6
	University one of best in country	6	6
	High level of education important for career	6	6
	'Right school' important for career	6	6
	'Right university' important for career	6	6
	Went to private (1) or state (2) school	6	6
	Background of Parents	6	6
	Parents had great influence	6	6
	Upbringing influences action today	6	6
	School influences actions today	6	6

Correlations

		Sum of Capital invested in Industry Groups	Sum of Capital invested in the Arts
N	Sum of Capital invested in Board Members	6	6
	Sum of Capital invested in Environmental Groups	6	6
	Sum of Capital invested in Charity/Society	6	6
	Sum of Capital invested in Shareholders	6	6
	Sum of Capital invested in Employees	6	6
	Sum of Capital invested in Business Friends (internal)	6	6
	Sum of Capital invested in Business Friends (external)	6	6
	Sum of Capital invested in Competitors	6	6
	Sum of Capital invested in Professional Institutes	6	6
	Sum of Capital invested in Industry Groups	6	6
	Sum of Capital invested in the Arts	6	6

. Correlation is significant at the 0.05 level (2-tailed).

. Correlation is significant at the 0.01 level (2-tailed).

Appendix 13

Correlation Analysis UK Respondents

Correlations

		University influenced very much	Work experience influences very much	Had strict upbringing by parents	Still contact with friends from university	School had strict rules for punishment	Work experience is more important than degrees
Pearson Correlation	University influenced very much	1.000	.295	-.788**	.450	-.102	-.056
	Work experience influences very much	.295	1.000	-.015	-.153	-.345	.384
	Had strict upbringing by parents	-.788**	-.015	1.000	-.138	.016	.028
	Still contact with friends from university	.450	-.153	-.138	1.000	-.038	.205
	School had strict rules for punishment	-.102	-.345	.016	-.038	1.000	-.060
	Work experience is more important than degrees	-.056	.384	.028	.205	-.060	1.000
	School one of best in area	-.037	-.213	.257	.513	-.234	.273
	University one of best in country	-.315	.063	.451	.167	-.224	.664*
	High level of education important for career	-.274	-.534	.211	-.126	.172	-.783**
	'Right school' important for career	-.335	.000	.303	-.154	.000	.140
	'Right university' important for career	-.134	.229	.024	-.281	-.151	.176
	Went to private (1) or state (2) school	-.165	-.098	-.252	-.436	.536	.000
	Background of Parents	.209	.287	.021	.287	-.585*	.393
	Parents had great influence	-.266	.068	.372	-.528	-.254	-.443
	Upbringing influences action today	-.286	-.258	.119	-.684*	.194	-.365
	School influences actions today	-.080	-.561	.263	.205	.532	-.245
	Sum of Capital invested in Board Members	-.141	-.249	.068	.162	-.547	.081
	Sum of Capital invested in Environmental Groups	.177	.284	-.206	.020	-.087	.371
	Sum of Capital invested in Charity/Society	.068	.219	.300	.315	.331	-.203

Correlations

		University influenced very much	Work experience influences very much	Had strict upbringing by parents	Still contact with friends from university	School had strict rules for punishment	Work experience is more important than degrees
Pearson Correlation	Sum of Capital invested in Shareholders	.007	-.148	-.099	.194	.487	.052
	Sum of Capital invested in Employees	-.143	.143	.129	-.150	.138	-.137
	Sum of Capital invested in Business Friends (internal)	.168	.104	-.345	-.462	-.353	.008
	Sum of Capital invested in Business Friends (external)	-.136	.060	.000	-.523	.066	.319
	Sum of Capital invested in Competitors	.023	-.506	-.129	-.130	-.290	-.506
	Sum of Capital invested in Professional Institutes	-.059	.241	.355	-.022	.224	-.249
	Sum of Capital invested in Industry Groups	.249	.145	-.011	.083	-.295	-.040
	Sum of Capital invested in the Arts	-.048	.227	.352	.336	-.415	.000
Sig. (2-tailed)	University influenced very much	.	.378	.004	.165	.765	.871
	Work experience influences very much	.378	.	.964	.654	.272	.218
	Had strict upbringing by parents	.004	.964	.	.686	.960	.930
	Still contact with friends from university	.165	.654	.686	.	.913	.545
	School had strict rules for punishment	.765	.272	.960	.913	.	.852
	Work experience is more important than degrees	.871	.218	.930	.545	.852	.
	School one of best in area	.913	.506	.420	.106	.464	.391
	University one of best in country	.345	.853	.164	.623	.508	.026

Correlations

		University influenced very much	Work experience influences very much	Had strict upbringing by parents	Still contact with friends from university	School had strict rules for punishment	Work experience is more important than degrees
Sig. (2-tailed)	High level of education important for career	.416	.074	.511	.713	.592	.003
	'Right school' important for career	.314	1.000	.339	.651	1.000	.663
	'Right university' important for career	.695	.475	.942	.403	.640	.585
	Went to private (1) or state (2) school	.628	.763	.429	.180	.072	1.000
	Background of Parents	.538	.366	.948	.391	.045	.206
	Parents had great influence	.429	.834	.234	.095	.426	.149
	Upbringing influences action today	.393	.418	.712	.020	.546	.244
	School influences actions today	.814	.058	.408	.545	.075	.444
	Sum of Capital invested in Board Members	.679	.435	.833	.634	.066	.802
	Sum of Capital invested in Environmental Groups	.603	.371	.521	.953	.787	.235
	Sum of Capital invested in Charity/Society	.842	.495	.343	.345	.293	.528
	Sum of Capital invested in Shareholders	.984	.647	.760	.567	.109	.871
	Sum of Capital invested in Employees	.674	.657	.689	.659	.670	.670
	Sum of Capital invested in Business Friends (internal)	.622	.747	.273	.153	.261	.981
	Sum of Capital invested in Business Friends (external)	.690	.852	1.000	.099	.838	.313
	Sum of Capital invested in Competitors	.947	.093	.690	.704	.361	.093

Correlations

		University influenced very much	Work experience influences very much	Had strict upbringing by parents	Still contact with friends from university	School had strict rules for punishment	Work experience is more important than degrees
Sig. (2-tailed)	Sum of Capital invested in Professional Institutes	.864	.450	.258	.950	.484	.435
	Sum of Capital invested in Industry Groups	.460	.654	.974	.808	.352	.903
	Sum of Capital invested in the Arts	.889	.478	.262	.313	.180	1.000
N	University influenced very much	11	11	11	11	11	11
	Work experience influences very much	11	12	12	11	12	12
	Had strict upbringing by parents	11	12	12	11	12	12
	Still contact with friends from university	11	11	11	11	11	11
	School had strict rules for punishment	11	12	12	11	12	12
	Work experience is more important than degrees	11	12	12	11	12	12
	School one of best in area	11	12	12	11	12	12
	University one of best in country	11	11	11	11	11	11
	High level of education important for career	11	12	12	11	12	12
	'Right school' important for career	11	12	12	11	12	12
	'Right university' important for career	11	12	12	11	12	12
	Went to private (1) or state (2) school	11	12	12	11	12	12
	Background of Parents	11	12	12	11	12	12
	Parents had great influence	11	12	12	11	12	12
	Upbringing influences action today	11	12	12	11	12	12
	School influences actions today	11	12	12	11	12	12

Correlations

		University influenced very much	Work experience influences very much	Had strict upbringing by parents	Still contact with friends from university	School had strict rules for punishment	Work experience is more important than degrees
N	Sum of Capital invested in Board Members	11	12	12	11	12	12
	Sum of Capital invested in Environmental Groups	11	12	12	11	12	12
	Sum of Capital invested in Charity/Society	11	12	12	11	12	12
	Sum of Capital invested in Shareholders	11	12	12	11	12	12
	Sum of Capital invested in Employees	11	12	12	11	12	12
	Sum of Capital invested in Business Friends (internal)	11	12	12	11	12	12
	Sum of Capital invested in Business Friends (external)	11	12	12	11	12	12
	Sum of Capital invested in Competitors	11	12	12	11	12	12
	Sum of Capital invested in Professional Institutes	11	12	12	11	12	12
	Sum of Capital invested in Industry Groups	11	12	12	11	12	12
	Sum of Capital invested in the Arts	11	12	12	11	12	12

Correlations

		School one of best in area	University one of best in country	High level of education important for career	'Right school' important for career	'Right university' important for career	Went to private (1) or state (2) school	Background of Parents
Pearson Correlation	University influenced very much	-.037	-.315	-.274	-.335	-.134	-.165	.209
	Work experience influences very much	-.213	.063	-.534	.000	.229	-.098	.287
	Had strict upbringing by parents	.257	.451	.211	.303	.024	-.252	.021
	Still contact with friends from university	.513	.167	-.126	-.154	-.281	-.436	.287
	School had strict rules for punishment	-.234	-.224	.172	.000	-.151	.536	-.585*
	Work experience is more important than degrees	.273	.664*	-.783**	.140	.176	.000	.393
	School one of best in area	1.000	.537	-.078	.364	-.114	-.404	.611*
	University one of best in country	.537	1.000	-.282	.460	.341	-.425	.368
	High level of education important for career	-.078	-.282	1.000	.322	.251	.107	-.585*
	'Right school' important for career	.364	.460	.322	1.000	.781**	.333	.000
	'Right university' important for career	-.114	.341	.251	.781**	1.000	.364	-.197
	Went to private (1) or state (2) school	-.404	-.425	.107	.333	.364	1.000	-.420
	Background of Parents	.611*	.368	-.585*	.000	-.197	-.420	1.000
	Parents had great influence	-.169	.058	.552	.278	.413	-.139	-.097
	Upbringing influences action today	-.236	-.052	.641*	.139	.326	.046	-.565
	School influences actions today	.380	.012	.280	-.131	-.489	-.174	-.073
	Sum of Capital invested in Board Members	.671*	.316	-.215	-.054	-.381	-.488	.653*
	Sum of Capital invested in Environmental Groups	-.170	.149	-.162	.350	.673*	.350	.082
	Sum of Capital invested in Charity/Society	-.281	-.357	.182	-.193	-.157	.026	-.281

Correlations

		School one of best in area	University one of best in country	High level of education important for career	'Right school' important for career	'Right university' important for career	Went to private (1) or state (2) school	Background of Parents
Pearson Correlation	Sum of Capital invested in Shareholders	-.005	.082	.066	.206	-.009	.243	-.322
	Sum of Capital invested in Employees	-.696*	-.421	-.098	-.672*	-.343	.000	-.359
	Sum of Capital invested in Business Friends (internal)	-.080	-.057	.018	.123	.398	.137	.127
	Sum of Capital invested in Business Friends (external)	.125	.312	-.265	.206	.193	.138	.173
	Sum of Capital invested in Competitors	.266	-.259	.415	.000	-.103	-.073	.235
	Sum of Capital invested in Professional Institutes	-.231	-.306	.102	-.380	-.386	-.190	-.346
	Sum of Capital invested in Industry Groups	.257	.333	.204	.494	.562	-.165	.207
	Sum of Capital invested in the Arts	.250	.087	.166	.000	.040	-.430	.000
Sig. (2-tailed)	University influenced very much	.913	.345	.416	.314	.695	.628	.538
	Work experience influences very much	.506	.853	.074	1.000	.475	.763	.366
	Had strict upbringing by parents	.420	.164	.511	.339	.942	.429	.948
	Still contact with friends from university	.106	.623	.713	.651	.403	.180	.391
	School had strict rules for punishment	.464	.508	.592	1.000	.640	.072	.045
	Work experience is more important than degrees	.391	.026	.003	.663	.585	1.000	.206
	School one of best in area	.	.089	.810	.245	.725	.192	.035
	University one of best in country	.089	.	.401	.155	.305	.193	.265

Correlations

		School one of best in area	University one of best in country	High level of education important for career	'Right school' important for career	'Right university' important for career	Went to private (1) or state (2) school	Background of Parents
Sig. (2-tailed)	High level of education important for career	.810	.401	.	.308	.431	.740	.045
	'Right school' important for career	.245	.155	.308	.	.003	.290	1.000
	'Right university' important for career	.725	.305	.431	.003	.	.244	.540
	Went to private (1) or state (2) school	.192	.193	.740	.290	.244	.	.174
	Background of Parents	.035	.265	.045	1.000	.540	.174	.
	Parents had great influence	.600	.864	.063	.381	.182	.666	.763
	Upbringing influences action today	.460	.878	.025	.666	.301	.886	.056
	School influences actions today	.223	.971	.378	.686	.106	.588	.821
	Sum of Capital invested in Board Members	.017	.344	.502	.867	.221	.107	.021
	Sum of Capital invested in Environmental Groups	.598	.662	.614	.265	.016	.265	.801
	Sum of Capital invested in Charity/Society	.376	.281	.571	.548	.627	.937	.376
	Sum of Capital invested in Shareholders	.989	.810	.838	.522	.978	.447	.308
	Sum of Capital invested in Employees	.012	.197	.761	.017	.274	1.000	.251
	Sum of Capital invested in Business Friends (internal)	.805	.867	.957	.702	.200	.671	.695
	Sum of Capital invested in Business Friends (external)	.699	.350	.404	.520	.547	.670	.590
	Sum of Capital invested in Competitors	.404	.441	.180	1.000	.751	.822	.462

Correlations

		School one of best in area	University one of best in country	High level of education important for career	'Right school' important for career	'Right university' important for career	Went to private (1) or state (2) school	Background of Parents
Sig. (2-tailed)	Sum of Capital invested in Professional Institutes	.471	.360	.753	.223	.215	.554	.270
	Sum of Capital invested in Industry Groups	.421	.316	.524	.103	.057	.609	.518
	Sum of Capital invested in the Arts	.432	.799	.606	1.000	.901	.163	1.000
N	University influenced very much	11	11	11	11	11	11	11
	Work experience influences very much	12	11	12	12	12	12	12
	Had strict upbringing by parents	12	11	12	12	12	12	12
	Still contact with friends from university	11	11	11	11	11	11	11
	School had strict rules for punishment	12	11	12	12	12	12	12
	Work experience is more important than degrees	12	11	12	12	12	12	12
	School one of best in area	12	11	12	12	12	12	12
	University one of best in country	11	11	11	11	11	11	11
	High level of education important for career	12	11	12	12	12	12	12
	'Right school' important for career	12	11	12	12	12	12	12
	'Right university' important for career	12	11	12	12	12	12	12
	Went to private (1) or state (2) school	12	11	12	12	12	12	12
	Background of Parents	12	11	12	12	12	12	12
	Parents had great influence	12	11	12	12	12	12	12
	Upbringing influences action today	12	11	12	12	12	12	12
	School influences actions today	12	11	12	12	12	12	12

Correlations

	School one of best in area	University one of best in country	High level of education important for career	'Right school' important for career	'Right university' important for career	Went to private (1) or state (2) school	Background of Parents
Sum of Capital invested in Board Members	12	11	12	12	12	12	12
Sum of Capital invested in Environmental Groups	12	11	12	12	12	12	12
Sum of Capital invested in Charity/Society	12	11	12	12	12	12	12
Sum of Capital invested in Shareholders	12	11	12	12	12	12	12
Sum of Capital invested in Employees	12	11	12	12	12	12	12
Sum of Capital invested in Business Friends (internal)	12	11	12	12	12	12	12
Sum of Capital invested in Business Friends (external)	12	11	12	12	12	12	12
Sum of Capital invested in Competitors	12	11	12	12	12	12	12
Sum of Capital invested in Professional Institutes	12	11	12	12	12	12	12
Sum of Capital invested in Industry Groups	12	11	12	12	12	12	12
Sum of Capital invested in the Arts	12	11	12	12	12	12	12

Correlations

		Parents had great influence	Upbringing influences action today	School influences actions today	Sum of Capital invested in Board Members	Sum of Capital invested in Environmental Groups	Sum of Capital invested in Charity/Society
Pearson Correlation	University influenced very much	-.266	-.286	-.080	-.141	.177	.068
	Work experience influences very much	.068	-.258	-.561	-.249	.284	.219
	Had strict upbringing by parents	.372	.119	.263	.068	-.206	.300
	Still contact with friends from university	-.528	-.684*	.205	.162	.020	.315
	School had strict rules for punishment	-.254	.194	.532	-.547	-.087	.331
	Work experience is more important than degrees	-.443	-.365	-.245	.081	.371	-.203
	School one of best in area	-.169	-.236	.380	.671*	-.170	-.281
	University one of best in country	.058	-.052	.012	.316	.149	-.357
	High level of education important for career	.552	.641*	.280	-.215	-.162	.182
	'Right school' important for career	.278	.139	-.131	-.054	.350	-.193
	'Right university' important for career	.413	.326	-.489	-.381	.673*	-.157
	Went to private (1) or state (2) school	-.139	.046	-.174	-.488	.350	.026
	Background of Parents	-.097	-.565	-.073	.653*	.082	-.281
	Parents had great influence	1.000	.690*	.024	-.194	.070	.104
	Upbringing influences action today	.690*	1.000	.315	-.375	-.059	.018
	School influences actions today	.024	.315	1.000	.090	-.416	.094
	Sum of Capital invested in Board Members	-.194	-.375	.090	1.000	-.470	-.615*
	Sum of Capital invested in Environmental Groups	.070	-.059	-.416	-.470	1.000	.066
	Sum of Capital invested in Charity/Society	.104	.018	.094	-.615*	.066	1.000

Correlations

		Parents had great influence	Upbringing influences action today	School influences actions today	Sum of Capital invested in Board Members	Sum of Capital invested in Environmental Groups	Sum of Capital invested in Charity/Society
Pearson Correlation	Sum of Capital invested in Shareholders	-.346	-.138	-.029	-.098	-.320	.068
	Sum of Capital invested in Employees	-.034	-.017	-.112	-.421	.000	.547
	Sum of Capital invested in Business Friends (internal)	.439	.485	-.122	.039	.304	-.532
	Sum of Capital invested in Business Friends (external)	.057	.172	.242	.101	.192	-.605*
	Sum of Capital invested in Competitors	.430	.349	.330	.434	-.156	-.370
	Sum of Capital invested in Professional Institutes	-.044	.062	.265	-.313	-.317	.592*
	Sum of Capital invested in Industry Groups	.324	.088	-.037	-.096	.600*	-.136
	Sum of Capital invested in the Arts	.108	.108	-.067	.042	-.030	.339
Sig. (2-tailed)	University influenced very much	.429	.393	.814	.679	.603	.842
	Work experience influences very much	.834	.418	.058	.435	.371	.495
	Had strict upbringing by parents	.234	.712	.408	.833	.521	.343
	Still contact with friends from university	.095	.020	.545	.634	.953	.345
	School had strict rules for punishment	.426	.546	.075	.066	.787	.293
	Work experience is more important than degrees	.149	.244	.444	.802	.235	.528
	School one of best in area	.600	.460	.223	.017	.598	.376
	University one of best in country	.864	.878	.971	.344	.662	.281

Correlations

		Parents had great influence	Upbringing influences action today	School influences actions today	Sum of Capital invested in Board Members	Sum of Capital invested in Environmental Groups	Sum of Capital invested in Charity/Society
(2-tailed)	High level of education important for career	.063	.025	.378	.502	.614	.571
	'Right school' important for career	.381	.666	.686	.867	.265	.548
	'Right university' important for career	.182	.301	.106	.221	.016	.627
	Went to private (1) or state (2) school	.666	.886	.588	.107	.265	.937
	Background of Parents	.763	.056	.821	.021	.801	.376
	Parents had great influence	.	.013	.940	.546	.828	.748
	Upbringing influences action today	.013	.	.319	.230	.854	.956
	School influences actions today	.940	.319	.	.782	.179	.771
	Sum of Capital invested in Board Members	.546	.230	.782	.	.123	.033
	Sum of Capital invested in Environmental Groups	.828	.854	.179	.123	.	.839
	Sum of Capital invested in Charity/Society	.748	.956	.771	.033	.839	.
	Sum of Capital invested in Shareholders	.271	.669	.928	.761	.311	.834
	Sum of Capital invested in Employees	.916	.958	.730	.173	1.000	.066
	Sum of Capital invested in Business Friends (internal)	.154	.110	.706	.905	.337	.075
	Sum of Capital invested in Business Friends (external)	.859	.593	.448	.755	.549	.037
	Sum of Capital invested in Competitors	.163	.267	.294	.158	.628	.236

Correlations

		Parents had great influence	Upbringing influences action today	School influences actions today	Sum of Capital invested in Board Members	Sum of Capital invested in Environmental Groups	Sum of Capital invested in Charity/Society
Sig. (2-tailed)	Sum of Capital invested in Professional Institutes	.892	.849	.406	.322	.315	.042
	Sum of Capital invested in Industry Groups	.305	.785	.910	.767	.039	.673
	Sum of Capital invested in the Arts	.739	.739	.835	.897	.926	.281
N	University influenced very much	11	11	11	11	11	11
	Work experience influences very much	12	12	12	12	12	12
	Had strict upbringing by parents	12	12	12	12	12	12
	Still contact with friends from university	11	11	11	11	11	11
	School had strict rules for punishment	12	12	12	12	12	12
	Work experience is more important than degrees	12	12	12	12	12	12
	School one of best in area	12	12	12	12	12	12
	University one of best in country	11	11	11	11	11	11
	High level of education important for career	12	12	12	12	12	12
	'Right school' important for career	12	12	12	12	12	12
	'Right university' important for career	12	12	12	12	12	12
	Went to private (1) or state (2) school	12	12	12	12	12	12
	Background of Parents	12	12	12	12	12	12
	Parents had great influence	12	12	12	12	12	12
	Upbringing influences action today	12	12	12	12	12	12
	School influences actions today	12	12	12	12	12	12

Correlations

	Parents had great influence	Upbringing influences action today	School influences actions today	Sum of Capital invested in Board Members	Sum of Capital invested in Environmental Groups	Sum of Capital invested in Charity/Society
Sum of Capital invested in Board Members	12	12	12	12	12	12
Sum of Capital invested in Environmental Groups	12	12	12	12	12	12
Sum of Capital invested in Charity/Society	12	12	12	12	12	12
Sum of Capital invested in Shareholders	12	12	12	12	12	12
Sum of Capital invested in Employees	12	12	12	12	12	12
Sum of Capital invested in Business Friends (internal)	12	12	12	12	12	12
Sum of Capital invested in Business Friends (external)	12	12	12	12	12	12
Sum of Capital invested in Competitors	12	12	12	12	12	12
Sum of Capital invested in Professional Institutes	12	12	12	12	12	12
Sum of Capital invested in Industry Groups	12	12	12	12	12	12
Sum of Capital invested in the Arts	12	12	12	12	12	12

Correlations

		Sum of Capital invested in Shareholders	Sum of Capital invested in Employees	Sum of Capital invested in Business Friends (internal)	Sum of Capital invested in Business Friends (external)	Sum of Capital invested in Competitors	Sum of Capital invested in Professional Institutes
Pearson Correlation	University influenced very much	.007	-.143	.168	-.136	.023	-.059
	Work experience influences very much	-.148	.143	.104	.060	-.506	.241
	Had strict upbringing by parents	-.099	.129	-.345	.000	-.129	.355
	Still contact with friends from university	.194	-.150	-.462	-.523	-.130	-.022
	School had strict rules for punishment	.487	.138	-.353	.066	-.290	.224
	Work experience is more important than degrees	.052	-.137	.008	.319	-.506	-.249
	School one of best in area	-.005	-.696*	-.080	.125	.266	-.231
	University one of best in country	.082	-.421	-.057	.312	-.259	-.306
	High level of education important for career	.066	-.098	.018	-.265	.415	.102
	'Right school' important for career	.206	-.672*	.123	.206	.000	-.380
	'Right university' important for career	-.009	-.343	.398	.193	-.103	-.386
	Went to private (1) or state (2) school	.243	.000	.137	.138	-.073	-.190
	Background of Parents	-.322	-.359	.127	.173	.235	-.346
	Parents had great influence	-.346	-.034	.439	.057	.430	-.044
	Upbringing influences action today	-.138	-.017	.485	.172	.349	.062
	School influences actions today	-.029	-.112	-.122	.242	.330	.265
	Sum of Capital invested in Board Members	-.098	-.421	.039	.101	.434	-.313
	Sum of Capital invested in Environmental Groups	-.320	.000	.304	.192	-.156	-.317
	Sum of Capital invested in Charity/Society	.068	.547	-.532	-.605*	-.370	.592*

Correlations

		Sum of Capital invested in Shareholders	Sum of Capital invested in Employees	Sum of Capital invested in Business Friends (internal)	Sum of Capital invested in Business Friends (external)	Sum of Capital invested in Competitors	Sum of Capital invested in Professional Institutes
Pearson Correlation	Sum of Capital invested in Shareholders	1.000	-.276	-.567	-.385	-.454	-.188
	Sum of Capital invested in Employees	-.276	1.000	-.256	-.265	-.312	.604*
	Sum of Capital invested in Business Friends (internal)	-.567	-.256	1.000	.594*	.575	-.349
	Sum of Capital invested in Business Friends (external)	-.385	-.265	.594*	1.000	.166	-.118
	Sum of Capital invested in Competitors	-.454	-.312	.575	.166	1.000	-.338
	Sum of Capital invested in Professional Institutes	-.188	.604*	-.349	-.118	-.338	1.000
	Sum of Capital invested in Industry Groups	-.391	-.388	.308	.320	.149	-.148
	Sum of Capital invested in the Arts	-.400	.173	-.042	-.266	-.057	.540
Sig. (2-tailed)	University influenced very much	.984	.674	.622	.690	.947	.864
	Work experience influences very much	.647	.657	.747	.852	.093	.450
	Had strict upbringing by parents	.760	.689	.273	1.000	.690	.258
	Still contact with friends from university	.567	.659	.153	.099	.704	.950
	School had strict rules for punishment	.109	.670	.261	.838	.361	.484
	Work experience is more important than degrees	.871	.670	.981	.313	.093	.435
	School one of best in area	.989	.012	.805	.699	.404	.471
	University one of best in country	.810	.197	.867	.350	.441	.360

Correlations

		Sum of Capital invested in Shareholders	Sum of Capital invested in Employees	Sum of Capital invested in Business Friends (internal)	Sum of Capital invested in Business Friends (external)	Sum of Capital invested in Competitors	Sum of Capital invested in Professional Institutes
Sig. (2-tailed)	High level of education important for career	.838	.761	.957	.404	.180	.753
	'Right school' important for career	.522	.017	.702	.520	1.000	.223
	'Right university' important for career	.978	.274	.200	.547	.751	.215
	Went to private (1) or state (2) school	.447	1.000	.671	.670	.822	.554
	Background of Parents	.308	.251	.695	.590	.462	.270
	Parents had great influence	.271	.916	.154	.859	.163	.892
	Upbringing influences action today	.669	.958	.110	.593	.267	.849
	School influences actions today	.928	.730	.706	.448	.294	.406
	Sum of Capital Invested in Board Members	.761	.173	.905	.755	.158	.322
	Sum of Capital invested in Environmental Groups	.311	1.000	.337	.549	.628	.315
	Sum of Capital invested in Charity/Society	.834	.066	.075	.037	.236	.042
	Sum of Capital invested in Shareholders	.	.385	.054	.216	.138	.558
	Sum of Capital invested in Employees	.385	.	.421	.406	.323	.038
	Sum of Capital invested in Business Friends (internal)	.054	.421	.	.042	.051	.266
	Sum of Capital invested in Business Friends (external)	.216	.406	.042	.	.607	.716
	Sum of Capital invested in Competitors	.138	.323	.051	.607	.	.283

Correlations

		Sum of Capital invested in Shareholders	Sum of Capital invested in Employees	Sum of Capital invested in Business Friends (internal)	Sum of Capital invested in Business Friends (external)	Sum of Capital invested in Competitors	Sum of Capital invested in Professional Institutes
Sig. (2-tailed)	Sum of Capital invested in Professional Institutes	.558	.038	.266	.716	.283	.
	Sum of Capital invested in Industry Groups	.208	.213	.331	.310	.643	.647
	Sum of Capital invested in the Arts	.197	.590	.896	.403	.861	.070
N	University influenced very much	11	11	11	11	11	11
	Work experience influences very much	12	12	12	12	12	12
	Had strict upbringing by parents	12	12	12	12	12	12
	Still contact with friends from university	11	11	11	11	11	11
	School had strict rules for punishment	12	12	12	12	12	12
	Work experience is more important than degrees	12	12	12	12	12	12
	School one of best in area	12	12	12	12	12	12
	University one of best in country	11	11	11	11	11	11
	High level of education important for career	12	12	12	12	12	12
	'Right school' important for career	12	12	12	12	12	12
	'Right university' important for career	12	12	12	12	12	12
	Went to private (1) or state (2) school	12	12	12	12	12	12
	Background of Parents	12	12	12	12	12	12
	Parents had great influence	12	12	12	12	12	12
	Upbringing influences action today	12	12	12	12	12	12
	School influences actions today	12	12	12	12	12	12

Correlations

		Sum of Capital invested in Shareholders	Sum of Capital invested in Employees	Sum of Capital invested in Business Friends (internal)	Sum of Capital invested in Business Friends (external)	Sum of Capital invested in Competitors	Sum of Capital invested in Professional Institutes
N	Sum of Capital invested in Board Members	12	12	12	12	12	12
	Sum of Capital invested in Environmental Groups	12	12	12	12	12	12
	Sum of Capital invested in Charity/Society	12	12	12	12	12	12
	Sum of Capital invested in Shareholders	12	12	12	12	12	12
	Sum of Capital invested in Employees	12	12	12	12	12	12
	Sum of Capital invested in Business Friends (internal)	12	12	12	12	12	12
	Sum of Capital invested in Business Friends (external)	12	12	12	12	12	12
	Sum of Capital invested in Competitors	12	12	12	12	12	12
	Sum of Capital invested in Professional Institutes	12	12	12	12	12	12
	Sum of Capital invested in Industry Groups	12	12	12	12	12	12
	Sum of Capital invested in the Arts	12	12	12	12	12	12

Correlations

		Sum of Capital invested in Industry Groups	Sum of Capital invested in the Arts
Pearson Correlation	University influenced very much	.249	-.048
	Work experience influences very much	.145	.227
	Had strict upbringing by parents	-.011	.352
	Still contact with friends from university	.083	.336
	School had strict rules for punishment	-.295	-.415
	Work experience is more important than degrees	-.040	.000
	School one of best in area	.257	.250
	University one of best in country	.333	.087
	High level of education important for career	.204	.166
	'Right school' important for career	.494	.000
	'Right university' important for career	.562	.040
	Went to private (1) or state (2) school	-.165	-.430
	Background of Parents	.207	.000
	Parents had great influence	.324	.108
	Upbringing influences action today	.088	.108
	School influences actions today	-.037	-.067
	Sum of Capital invested in Board Members	-.096	.042
	Sum of Capital invested in Environmental Groups	.600*	-.030
	Sum of Capital invested in Charity/Society	-.136	.339

Correlations

		Sum of Capital invested in Industry Groups	Sum of Capital invested in the Arts
Pearson Correlation	Sum of Capital invested in Shareholders	-.391	-.400
	Sum of Capital invested in Employees	-.388	.173
	Sum of Capital invested in Business Friends (internal)	.308	-.042
	Sum of Capital invested in Business Friends (external)	.320	-.266
	Sum of Capital invested in Competitors	.149	-.057
	Sum of Capital invested in Professional Institutes	-.148	.540
	Sum of Capital invested in Industry Groups	1.000	.164
	Sum of Capital invested in the Arts	.164	1.000
Sig. (2-tailed)	University influenced very much	.460	.889
	Work experience influences very much	.654	.478
	Had strict upbringing by parents	.974	.262
	Still contact with friends from university	.808	.313
	School had strict rules for punishment	.352	.180
	Work experience is more important than degrees	.903	1.000
	School one of best in area	.421	.432
	University one of best in country	.316	.799

Correlations

		Sum of Capital invested in Industry Groups	Sum of Capital invested in the Arts
Sig. (2-tailed)	High level of education important for career	.524	.606
	'Right school' important for career	.103	1.000
	'Right university' important for career	.057	.901
	Went to private (1) or state (2) school	.609	.163
	Background of Parents	.518	1.000
	Parents had great influence	.305	.739
	Upbringing influences action today	.785	.739
	School influences actions today	.910	.835
	Sum of Capital invested in Board Members	.767	.897
	Sum of Capital invested in Environmental Groups	.039	.926
	Sum of Capital invested in Charity/Society	.673	.281
	Sum of Capital invested in Shareholders	.208	.197
	Sum of Capital invested in Employees	.213	.590
	Sum of Capital invested in Business Friends (internal)	.331	.896
	Sum of Capital invested in Business Friends (external)	.310	.403
	Sum of Capital invested in Competitors	.643	.861

Correlations

		Sum of Capital invested in Industry Groups	Sum of Capital invested in the Arts
Sig. (2-tailed)	Sum of Capital invested in Professional Institutes	.647	.070
	Sum of Capital invested in Industry Groups	.	.611
	Sum of Capital invested in the Arts	.611	.
N	University influenced very much	11	11
	Work experience influences very much	12	12
	Had strict upbringing by parents	12	12
	Still contact with friends from university	11	11
	School had strict rules for punishment	12	12
	Work experience is more important than degrees	12	12
	School one of best in area	12	12
	University one of best in country	11	11
	High level of education important for career	12	12
	'Right school' important for career	12	12
	'Right university' important for career	12	12
	Went to private (1) or state (2) school	12	12
	Background of Parents	12	12
	Parents had great influence	12	12
	Upbringing influences action today	12	12
	School influences actions today	12	12

Correlations

		Sum of Capital invested in Industry Groups	Sum of Capital invested in the Arts
N	Sum of Capital invested in Board Members	12	12
	Sum of Capital invested in Environmental Groups	12	12
	Sum of Capital invested in Charity/Society	12	12
	Sum of Capital invested in Shareholders	12	12
	Sum of Capital invested in Employees	12	12
	Sum of Capital invested in Business Friends (internal)	12	12
	Sum of Capital invested in Business Friends (external)	12	12
	Sum of Capital invested in Competitors	12	12
	Sum of Capital invested in Professional Institutes	12	12
	Sum of Capital invested in Industry Groups	12	12
	Sum of Capital invested in the Arts	12	12

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Appendix 14

Multivariate Regression Analysis
German Respondents

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.656	.431	-.281	6.6808

a. Dependent Variable: Sum of Capital invested in Board Members

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	135.066	5	27.013	.605	.705[b]
	Residual	178.534	4	44.634		
	Total	313.600	9			

a. Dependent Variable: Sum of Capital invested in Board Members

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	-9.709	34.138		-.284	.790
	Age	.309	.683	.358	.453	.674
	Length of position held (months)	-5.8E-03	.052	-.109	-.113	.916
	Standard Industry Classification	.253	1.055	.104	.239	.823
	Highest Title held	2.055	2.126	.499	.967	.389
	Highest Non-Academic Title	.428	8.417	.031	.051	.962

a. Dependent Variable: Sum of Capital invested in Board Members

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.595	.354	-.453	3.1737

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	22.110	5	4.422	.439	.805[b]
	Residual	40.290	4	10.073		
	Total	62.400	9			

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.387	16.217		.579	.594
	Age	-8.7E-02	.325	-.227	-.270	.801
	Length of position held (months)	5.6E-03	.025	.236	.229	.830
	Standard Industry Classification	-.534	.501	-.492	-1.066	.346
	Highest Title held	.181	1.010	.099	.180	.866
	Highest Non-Academic Title	-1.811	3.999	-.290	-.453	.674

a. Dependent Variable: Sum of Capital invested in Environmental Groups

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.546	.298	-.580	4.1672

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29.437	5	5.887	.339	.867[b]
	Residual	69.463	4	17.366		
	Total	98.900	9			

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.666	21.294		.125	.906
	Age	.110	.426	.226	.258	.809
	Length of position held (months)	7.4E-03	.032	.246	.229	.830
	Standard Industry Classification	-.254	.658	-.186	-.386	.719
	Highest Title held	-.980	1.326	-.424	-.739	.501
	Highest Non-Academic Title	-3.132	5.250	-.398	-.597	.583

a. Dependent Variable: Sum of Capital invested in Charity/Society

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.830	.688	.298	7.1461

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	450.631	5	90.126	1.765	.301[b]
	Residual	204.269	4	51.067		
	Total	654.900	9			

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-5.432	36.515		-.149	.889
	Age	.569	.731	.456	.778	.480
	Length of position held (months)	2.4E-03	.056	.031	.043	.968
	Standard Industry Classification	2.223	1.128	.632	1.970	.120
	Highest Title held	-3.600	2.274	-.605	-1.583	.189
	Highest Non-Academic Title	-5.375	9.003	-.266	-.597	.583

a. Dependent Variable: Sum of Capital invested in Shareholders

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.583	.340	-.485	6.5303

a. Dependent Variable: Sum of Capital invested in Employees

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	87.823	5	17.565	.412	.822[b]
	Residual	170.577	4	42.644		
	Total	258.400	9			

a. Dependent Variable: Sum of Capital invested in Employees

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.826	33.368		.324	.762
	Age	9.5E-02	.668	.121	.142	.894
	Length of position held (months)	-3.3E-02	.051	-.671	-.644	.554
	Standard Industry Classification	-.856	1.031	-.387	-.830	.453
	Highest Title held	-.476	2.078	-.127	-.229	.830
	Highest Non-Academic Title	5.383	8.228	.424	.654	.549

a. Dependent Variable: Sum of Capital invested in Employees

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.792	.627	.162	3.4585

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	80.556	5	16.111	1.347	.398[b]
	Residual	47.844	4	11.961		
	Total	128.400	9			

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	41.634	17.672		2.356	.078
	Age	-.790	.354	-1.429	-2.233	.089
	Length of position held (months)	3.8E-02	.027	1.110	1.418	.229
	Standard Industry Classification	-.257	.546	-.165	-.471	.662
	Highest Title held	1.517	1.101	.576	1.378	.240
	Highest Non-Academic Title	-.514	4.357	-.057	-.118	.912

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

gression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.747	.557	.004	3.0559

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	47.045	5	9.409	1.008	.511[b]
	Residual	37.355	4	9.339		
	Total	84.400	9			

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.188	15.615		.396	.712
	Age	-.219	.312	-.490	-.702	.521
	Length of position held (months)	-7.8E-03	.024	-.280	-.328	.759
	Standard Industry Classification	-.494	.483	-.391	-1.023	.364
	Highest Title held	.957	.973	.448	.984	.381
	Highest Non-Academic Title	6.468	3.850	.891	1.680	.168

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.547	.299	-.577	2.7927

a. Dependent Variable: Sum of Capital invested in Competitors

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13.303	5	2.661	.341	.866[b]
	Residual	31.197	4	7.799		
	Total	44.500	9			

a. Dependent Variable: Sum of Capital invested in Competitors

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.937	14.270		.486	.652
	Age	-.144	.286	-.444	-.506	.640
	Length of position held (months)	6.7E-03	.022	.332	.310	.772
	Standard Industry Classification	.199	.441	.217	.451	.676
	Highest Title held	.746	.889	.481	.839	.449
	Highest Non-Academic Title	-.397	3.519	-.075	-.113	.916

a. Dependent Variable: Sum of Capital invested in Competitors

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.512	.262	-.661	.8699

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.073	5	.215	.284	.900[b]
	Residual	3.027	4	.757		
	Total	4.100	9			

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.743	4.445		-.392	.715
	Age	3.0E-02	.089	.302	.335	.754
	Length of position held (months)	-5.2E-03	.007	-.854	-.775	.482
	Standard Industry Classification	-6.7E-02	.137	-.241	-.489	.650
	Highest Title held	-7.8E-02	.277	-.166	-.282	.792
	Highest Non-Academic Title	.957	1.096	.598	.873	.432

a. Dependent Variable: Sum of Capital invested in Professional Institutes

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.527	.278	-.625	2.9562

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13.443	5	2.689	.308	.886[b]
	Residual	34.957	4	8.739		
	Total	48.400	9			

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-4.125	15.106		-.273	.798
	Age	.191	.302	.562	.631	.562
	Length of position held (months)	-1.2E-02	.023	-.590	-.542	.617
	Standard Industry Classification	-.236	.467	-.247	-.507	.639
	Highest Title held	-.432	.941	-.267	-.459	.670
	Highest Non-Academic Title	-1.731	3.725	-.315	-.465	.666

a. Dependent Variable: Sum of Capital invested in Industry Groups

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.560	.314	-.544	.5239

a. Dependent Variable: Sum of Capital invested in the Arts

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.502	5	.100	.366	.850[b]
	Residual	1.098	4	.274		
	Total	1.600	9			

a. Dependent Variable: Sum of Capital invested in the Arts

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.371	2.677		1.259	.276
	Age	-6.3E-02	.054	-1.019	-1.174	.306
	Length of position held (months)	3.7E-03	.004	.971	.915	.412
	Standard Industry Classification	2.5E-02	.083	.142	.299	.780
	Highest Title held	.110	.167	.373	.658	.546
	Highest Non-Academic Title	-.277	.660	-.277	-.420	.696

a. Dependent Variable: Sum of Capital invested in the Arts

Appendix 15

Multivariate Regression Analysis UK Respondents

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.906	.821	.524	.7274

a. Dependent Variable: University influenced very much

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.302	5	1.460	2.760	.216[b]
	Residual	1.587	3	.529		
	Total	8.889	8			

a. Dependent Variable: University influenced very much

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.513	4.549		2.091	.128
	Age	-4.2E-02	.089	-.280	-.471	.670
	Length of position held (months)	5.2E-03	.006	.567	.883	.442
	Standard Industry Classification	1.7E-02	.162	.041	.105	.923
	Highest Title held	-7.7E-02	.327	-.088	-.236	.829
	Highest Non-Academic Title	-2.753	.917	-1.152	-3.004	.057

a. Dependent Variable: University influenced very much

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.944	.892	.757	.2547

a. Dependent Variable: Work experience influences very much

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.140	5	.428	6.597	.046[b]
	Residual	.260	4	6.5E-02		
	Total	2.400	9			

a. Dependent Variable: Work experience influences very much

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.110	1.302		5.462	.005
	Age	-2.7E-02	.026	-.360	-1.046	.355
	Length of position held (months)	5.6E-03	.002	1.195	2.835	.047
	Standard Industry Classification	-.182	.040	-.853	-4.518	.011
	Highest Title held	6.9E-02	.081	.191	.847	.445
	Highest Non-Academic Title	-.819	.321	-.668	-2.551	.063

a. Dependent Variable: Work experience influences very much

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.937	.877	.724	.5073

a. Dependent Variable: Had strict upbringing by parents

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.371	5	1.474	5.728	.058[b]
	Residual	1.029	4	.257		
	Total	8.400	9			

a. Dependent Variable: Had strict upbringing by parents

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-3.657	2.592		-1.411	.231
	Age	8.3E-02	.052	.586	1.597	.186
	Length of position held (months)	-4.4E-03	.004	-.500	-1.115	.327
	Standard Industry Classification	-9.3E-02	.080	-.233	-1.158	.311
	Highest Title held	-.116	.161	-.172	-.717	.513
	Highest Non-Academic Title	1.999	.639	.872	3.128	.035

a. Dependent Variable: Had strict upbringing by parents

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.894	.799	.463	.6345

a. Dependent Variable: Still contact with friends from university

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.792	5	.958	2.381	.253[b]
	Residual	1.208	3	.403		
	Total	6.000	8			

a. Dependent Variable: Still contact with friends from university

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.446	3.968		1.372	.264
	Age	-1.9E-02	.078	-.152	-.241	.825
	Length of position held (months)	2.0E-03	.005	.270	.397	.718
	Standard Industry Classification	.318	.141	.932	2.251	.110
	Highest Title held	-.463	.285	-.643	-1.624	.203
	Highest Non-Academic Title	-1.828	.799	-.931	-2.287	.106

a. Dependent Variable: Still contact with friends from university

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.894	.799	.463	.6345

a. Dependent Variable: Still contact with friends from university

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.792	5	.958	2.381	.253[b]
	Residual	1.208	3	.403		
	Total	6.000	8			

a. Dependent Variable: Still contact with friends from university

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.446	3.968		1.372	.264
	Age	-1.9E-02	.078	-.152	-.241	.825
	Length of position held (months)	2.0E-03	.005	.270	.397	.718
	Standard Industry Classification	.318	.141	.932	2.251	.110
	Highest Title held	-.463	.285	-.643	-1.624	.203
	Highest Non-Academic Title	-1.828	.799	-.931	-2.287	.106

a. Dependent Variable: Still contact with friends from university

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.619	.383	-.388	1.0826

a. Dependent Variable: School had strict rules for punishment

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.912	5	.582	.497	.769[b]
	Residual	4.688	4	1.172		
	Total	7.600	9			

a. Dependent Variable: School had strict rules for punishment

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.343	5.532		.243	.820
	Age	4.1E-05	.111	.000	.000	1.000
	Length of position held (months)	-5.2E-03	.008	-.623	-.619	.569
	Standard Industry Classification	.142	.171	.374	.830	.453
	Highest Title held	-.221	.345	-.346	-.643	.555
	Highest Non-Academic Title	1.575	1.364	.723	1.155	.313

a. Dependent Variable: School had strict rules for punishment

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.465	.216	-.764	1.5588

a. Dependent Variable: Work experience is more important than degrees

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.680	5	.536	.221	.936[b]
	Residual	9.720	4	2.430		
	Total	12.400	9			

a. Dependent Variable: Work experience is more important than degrees

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.097	7.965		1.016	.367
	Age	-.105	.159	-.613	-.661	.545
	Length of position held (months)	7.5E-03	.012	.704	.620	.569
	Standard Industry Classification	-.155	.246	-.321	-.631	.562
	Highest Title held	.293	.496	.358	.591	.586
	Highest Non-Academic Title	.434	1.964	.156	.221	.836

a. Dependent Variable: Work experience is more important than degrees

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.608	.369	-.419	1.4910

a. Dependent Variable: School one of best in area

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.207	5	1.041	.468	.786[b]
	Residual	8.893	4	2.223		
	Total	14.100	9			

a. Dependent Variable: School one of best in area

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.617	7.619		.081	.939
	Age	2.9E-02	.152	.161	.193	.856
	Length of position held (months)	2.7E-03	.012	.235	.231	.829
	Standard Industry Classification	.128	.235	.248	.544	.615
	Highest Title held	.319	.475	.366	.672	.538
	Highest Non-Academic Title	-.234	1.879	-.079	-.125	.907

a. Dependent Variable: School one of best in area

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.601	.361	-.704	1.9578

a. Dependent Variable: University one of best in country

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.501	5	1.300	.339	.863[b]
	Residual	11.499	3	3.833		
	Total	18.000	8			

a. Dependent Variable: University one of best in country

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.432	12.244		.525	.636
	Age	-4.7E-02	.239	-.220	-.196	.857
	Length of position held (months)	-8.4E-04	.016	-.065	-.053	.961
	Standard Industry Classification	.250	.436	.423	.573	.607
	Highest Title held	-.871	.880	-.698	-.990	.395
	Highest Non-Academic Title	1.045	2.467	.307	.424	.700

a. Dependent Variable: University one of best in country

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.614	.377	-.401	1.2226

a. Dependent Variable: High level of education important for career

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.621	5	.724	.484	.777[b]
	Residual	5.979	4	1.495		
	Total	9.600	9			

a. Dependent Variable: High level of education important for career

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.508	6.247		.241	.821
	Age	4.5E-02	.125	.300	.363	.735
	Length of position held (months)	-5.2E-03	.010	-.553	-.546	.614
	Standard Industry Classification	.272	.193	.638	1.408	.232
	Highest Title held	-.392	.389	-.544	-1.008	.371
	Highest Non-Academic Title	.237	1.540	.097	.154	.885

a. Dependent Variable: High level of education important for career

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.522	.273	-.637	.8529

a. Dependent Variable: 'Right school' important for career

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.090	5	.218	.300	.891[b]
	Residual	2.910	4	.727		
	Total	4.000	9			

a. Dependent Variable: 'Right school' important for career

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.138	4.358		.261	.807
	Age	1.1E-02	.087	.109	.122	.909
	Length of position held (months)	2.2E-03	.007	.360	.329	.759
	Standard Industry Classification	3.2E-02	.135	.117	.238	.823
	Highest Title held	-8.5E-03	.271	-.018	-.031	.976
	Highest Non-Academic Title	5.8E-02	1.075	.037	.054	.959

a. Dependent Variable: 'Right school' important for career

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.386	.149	-.914	1.4657

a. Dependent Variable: 'Right university' important for career

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.507	5	.301	.140	.973[b]
	Residual	8.593	4	2.148		
	Total	10.100	9			

a. Dependent Variable: 'Right university' important for career

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	5.685	7.489		.759	.490
	Age	-5.0E-02	.150	-.325	-.337	.753
	Length of position held (months)	4.9E-03	.011	.513	.434	.687
	Standard Industry Classification	-1.4E-02	.231	-.033	-.062	.954
	Highest Title held	-.148	.466	-.201	-.318	.767
	Highest Non-Academic Title	-.443	1.847	-.176	-.240	.822

a. Dependent Variable: 'Right university' important for career

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.532	.283	-.614	1.5210

a. Dependent Variable: Parents had great influence

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.647	5	.729	.315	.881[b]
	Residual	9.253	4	2.313		
	Total	12.900	9			

a. Dependent Variable: Parents had great influence

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.780	7.772		1.001	.373
	Age	-4.9E-02	.156	-.280	-.316	.768
	Length of position held (months)	5.3E-03	.012	.486	.448	.678
	Standard Industry Classification	-6.5E-02	.240	-.133	-.273	.799
	Highest Title held	-.264	.484	-.316	-.545	.615
	Highest Non-Academic Title	-.395	1.916	-.139	-.206	.847

a. Dependent Variable: Parents had great influence

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.817	.668	.252	1.0351

a. Dependent Variable: Upbringing influences action today

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.614	5	1.723	1.608	.333[b]
	Residual	4.286	4	1.071		
	Total	12.900	9			

a. Dependent Variable: Upbringing influences action today

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.445	5.289		2.353	.078
	Age	-.173	.106	-.985	-1.631	.178
	Length of position held (months)	3.7E-03	.008	.341	.462	.668
	Standard Industry Classification	.229	.163	.464	1.401	.234
	Highest Title held	-.357	.329	-.428	-1.084	.339
	Highest Non-Academic Title	.831	1.304	.293	.637	.559

a. Dependent Variable: Upbringing influences action today

gression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)[c,d]	.	.568	.323	-.523	1.4546

a. Dependent Variable: School influences actions today

b. Method: Enter

c. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.037	5	.807	.382	.840[b]
	Residual	8.463	4	2.116		
	Total	12.500	9			

a. Dependent Variable: School influences actions today

b. Independent Variables: (Constant), Highest Non-Academic Title, Standard Industry Classification, Highest Title held, Age, Length of position held (months)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.787	7.433		.106	.921
	Age	9.4E-03	.149	.054	.063	.953
	Length of position held (months)	-8.3E-03	.011	-.773	-.733	.504
	Standard Industry Classification	.185	.230	.381	.807	.465
	Highest Title held	-9.8E-02	.463	-.119	-.212	.842
	Highest Non-Academic Title	1.987	1.833	.711	1.084	.339

a. Dependent Variable: School influences actions today

Appendix 16

Total Explanatory Power of the German Model

Regression German Respondents
Upbringing against fields
Test for model fit and explanatory power

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents[c,d]	.	.839	.703	-.483	6.5099

a. Dependent Variable: Sum of Capital invested in Board Members

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	100.455	4	25.114	.593	.736[b]
	Residual	42.378	1	42.378		
	Total	142.833	5			

a. Dependent Variable: Sum of Capital invested in Board Members

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	50.135	31.284		1.603	.355
	Had strict upbringing by parents	5.432	5.243	1.389	1.036	.489
	Background of Parents	-15.054	10.568	-3.085	-1.425	.390
	Parents had great influence	6.676	4.556	2.199	1.465	.381
	Upbringing influences action today	-7.838	5.971	-1.949	-1.313	.414

a. Dependent Variable: Sum of Capital invested in Board Members

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents[c,d]	.	.999	.999	.995	.5812

a. Dependent Variable: Sum of Capital Invested in Shareholders

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	314.495	4	78.624	232.727	.049[b]
	Residual	.338	1	.338		
	Total	314.833	5			

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-18.851	2.793		-6.749	.094
	Had strict upbringing by parents	4.676	.468	.805	9.988	.064
	Background of Parents	2.041	.944	.282	2.163	.276
	Parents had great influence	-5.507	.407	-1.222	-13.536	.047
	Upbringing influences action today	7.128	.533	1.194	13.372	.048

a. Dependent Variable: Sum of Capital invested in Shareholders

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents[c,d]	.	.966	.934	.668	3.4874

a. Dependent Variable: Sum of Capital invested in Employees

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	171.171	4	42.793	3.519	.378[b]
	Residual	12.162	1	12.162		
	Total	183.333	5			

a. Dependent Variable: Sum of Capital invested in Employees

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-22.108	16.759		-1.319	.413
	Had strict upbringing by parents	-.946	2.809	-.213	-.337	.793
	Background of Parents	13.243	5.661	2.396	2.339	.257
	Parents had great influence	-8.041	2.441	-2.338	-3.294	.188
	Upbringing influences action today	7.770	3.199	1.706	2.429	.249

a. Dependent Variable: Sum of Capital invested in Employees

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents[c,d]	.	.997	.994	.972	1.2787

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	288.365	4	72.091	44.089	.112[b]
	Residual	1.635	1	1.635		
	Total	290.000	5			

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	81.527	6.145		13.267	.048
	Had strict upbringing by parents	5.486	1.030	.984	5.327	.118
	Background of Parents	-20.311	2.076	-2.921	-9.785	.065
	Parents had great influence	8.385	.895	1.939	9.369	.068
	Upbringing influences action today	-13.818	1.173	-2.412	-11.782	.054

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents[c,d]	.	.930	.865	.326	5.1149

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	167.838	4	41.959	1.604	.526[b]
	Residual	26.162	1	26.162		
	Total	194.000	5			

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-35.108	24.581		-1.428	.389
	Had strict upbringing by parents	-7.946	4.119	-1.743	-1.929	.304
	Background of Parents	18.243	8.303	3.208	2.197	.272
	Parents had great influence	-6.791	3.580	-1.919	-1.897	.309
	Upbringing influences action today	7.520	4.691	1.605	1.603	.355

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents[c,d]	.	.894	.798	-.008	1.5112

a. Dependent Variable: Sum of Capital invested in Competitors

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9.050	4	2.262	.991	.628[b]
	Residual	2.284	1	2.284		
	Total	11.333	5			

a. Dependent Variable: Sum of Capital invested in Competitors

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.986	7.262		1.237	.433
	Had strict upbringing by parents	-.243	1.217	-.221	-.200	.874
	Background of Parents	-1.095	2.453	-.796	-.446	.733
	Parents had great influence	.682	1.058	.798	.645	.635
	Upbringing influences action today	-1.466	1.386	-1.294	-1.058	.482

a. Dependent Variable: Sum of Capital invested in Competitors

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents[c,d]	.	.861	.741	-.297	2.7899

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	22.216	4	5.554	.714	.698[b]
	Residual	7.784	1	7.784		
	Total	30.000	5			

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-6.486	13.408		-.484	.713
	Had strict upbringing by parents	-2.757	2.247	-1.538	-1.227	.435
	Background of Parents	2.595	4.529	1.160	.573	.669
	Parents had great influence	.568	1.953	.408	.291	.820
	Upbringing influences action today	1.216	2.559	.660	.475	.718

a. Dependent Variable: Sum of Capital invested in Professional Institutes

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents[c,d]	.	.914	.835	.177	2.9062

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	42.887	4	10.722	1.269	.575[b]
	Residual	8.446	1	8.446		
	Total	51.333	5			

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.257	13.966		.305	.812
	Had strict upbringing by parents	-.378	2.341	-.161	-.162	.898
	Background of Parents	-2.203	4.718	-.753	-.467	.722
	Parents had great influence	2.784	2.034	1.530	1.369	.402
	Upbringing influences action today	-.892	2.665	-.370	-.335	.794

a. Dependent Variable: Sum of Capital invested in Industry Groups

gression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents[c,d]	.	.787	.620	-.901	2.2087

a. Dependent Variable: Sum of Capital invested in the Arts

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.955	4	1.989	.408	.808[b]
	Residual	4.878	1	4.878		
	Total	12.833	5			

a. Dependent Variable: Sum of Capital invested in the Arts

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-4.635	10.614		-.437	.738
	Had strict upbringing by parents	-1.432	1.779	-1.222	-.805	.568
	Background of Parents	1.554	3.585	1.063	.433	.740
	Parents had great influence	.324	1.546	.356	.210	.868
	Upbringing influences action today	.838	2.026	.695	.414	.750

a. Dependent Variable: Sum of Capital invested in the Arts

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents[c,d]	.	.861	.741	-.297	.9300

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.468	4	.617	.714	.698[b]
	Residual	.865	1	.865		
	Total	3.333	5			

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2.162	4.469		-.484	.713
	Had strict upbringing by parents	-.919	.749	-1.538	-1.227	.435
	Background of Parents	.865	1.510	1.160	.573	.669
	Parents had great influence	.189	.651	.408	.291	.820
	Upbringing influences action today	.405	.853	.660	.475	.718

a. Dependent Variable: Sum of Capital invested in Environmental Groups

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents[c,d]	.	.848	.719	-.403	1.7437

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.793	4	1.948	.641	.720[b]
	Residual	3.041	1	3.041		
	Total	10.833	5			

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Parents had great influence, Background of Parents

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.446	8.380		.531	.689
	Had strict upbringing by parents	-.973	1.404	-.903	-.693	.614
	Background of Parents	.122	2.831	.091	.043	.973
	Parents had great influence	.730	1.220	.873	.598	.657
	Upbringing influences action today	-.865	1.599	-.781	-.541	.684

a. Dependent Variable: Sum of Capital invested in Charity/Society

Regression
Age/Length of Service against fields

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held, Age[c]	.	.504	.254	-.243	5.9598

a. Dependent Variable: Sum of Capital invested in Board Members

b. Method: Enter

c. Independent Variables: (Constant), Length of position held, Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	36.275	2	18.137	.511	.644[b]
	Residual	106.559	3	35.520		
	Total	142.833	5			

a. Dependent Variable: Sum of Capital invested in Board Members

b. Independent Variables: (Constant), Length of position held, Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	33.999	52.116		.652	.561
	Age	-.591	1.119	-.591	-.528	.634
	Length of position held	.107	.125	.959	.857	.455

a. Dependent Variable: Sum of Capital invested in Board Members

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held, Age[c]	.	.395	.156	-.406	9.4090

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Method: Enter

c. Independent Variables: (Constant), Length of position held, Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	49.244	2	24.622	.278	.775[b]
	Residual	265.590	3	88.530		
	Total	314.833	5			

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Independent Variables: (Constant), Length of position held, Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-46.937	82.278		-.570	.608
	Age	1.262	1.766	.850	.714	.527
	Length of position held	-.145	.197	-.875	-.735	.516

a. Dependent Variable: Sum of Capital invested in Shareholders

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held, Age[c]	.	.710	.504	.174	5.5030

a. Dependent Variable: Sum of Capital invested in Employees

b. Method: Enter

c. Independent Variables: (Constant), Length of position held, Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	92.484	2	46.242	1.527	.349[b]
	Residual	90.849	3	30.283		
	Total	183.333	5			

a. Dependent Variable: Sum of Capital invested in Employees

b. Independent Variables: (Constant), Length of position held, Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-45.598	48.121		-.948	.413
	Age	1.482	1.033	1.308	1.435	.247
	Length of position held	-.199	.115	-1.577	-1.729	.182

a. Dependent Variable: Sum of Capital invested in Employees

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held, Age[c]	.	.861	.741	.568	5.0056

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Method: Enter

c. Independent Variables: (Constant), Length of position held, Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	214.833	2	107.416	4.287	.132[b]
	Residual	75.167	3	25.056		
	Total	290.000	5			

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Independent Variables: (Constant), Length of position held, Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	124.118	43.772		2.836	.066
	Age	-2.598	.940	-1.823	-2.764	.070
	Length of position held	.304	.105	1.916	2.905	.062

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held, Age[c]	.	.861	.740	.567	4.0967

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Method: Enter

c. Independent Variables: (Constant), Length of position held, Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	143.652	2	71.826	4.280	.132[b]
	Residual	50.348	3	16.783		
	Total	194.000	5			

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Independent Variables: (Constant), Length of position held, Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-23.444	35.824		-.654	.560
	Age	.803	.769	.689	1.044	.373
	Length of position held	-.185	.086	-1.421	-2.153	.120

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held, Age[c]	.	.660	.435	.058	1.4610

a. Dependent Variable: Sum of Capital invested in Competitors

b. Method: Enter

c. Independent Variables: (Constant), Length of position held, Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.929	2	2.465	1.155	.425[b]
	Residual	6.404	3	2.135		
	Total	11.333	5			

a. Dependent Variable: Sum of Capital invested in Competitors

b. Independent Variables: (Constant), Length of position held, Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.305	12.776		1.589	.210
	Age	-.413	.274	-1.467	-1.507	.229
	Length of position held	4.4E-02	.031	1.399	1.436	.246

a. Dependent Variable: Sum of Capital invested in Competitors

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held, Age[c]	.	.342	.117	-.471	2.9713

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Method: Enter

c. Independent Variables: (Constant), Length of position held, Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	3.515	2	1.757	.199	.830[b]
	Residual	26.485	3	8.828		
	Total	30.000	5			

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Independent Variables: (Constant), Length of position held, Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.276	25.982		.049	.964
	Age	-3.4E-02	.558	-.074	-.061	.955
	Length of position held	2.1E-02	.062	.407	.334	.760

a. Dependent Variable: Sum of Capital invested in Professional Institutes

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held, Age[c]	.	.511	.261	-.231	3.5554

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Method: Enter

c. Independent Variables: (Constant), Length of position held, Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13.410	2	6.705	.530	.635[b]
	Residual	37.923	3	12.641		
	Total	51.333	5			

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Independent Variables: (Constant), Length of position held, Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-11.946	31.091		-.384	.726
	Age	.264	.667	.441	.396	.719
	Length of position held	5.2E-03	.074	.077	.069	.949

a. Dependent Variable: Sum of Capital invested in Industry Groups

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held, Age[c]	.	.477	.228	-.287	1.8178

a. Dependent Variable: Sum of Capital invested in the Arts

b. Method: Enter

c. Independent Variables: (Constant), Length of position held, Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.920	2	1.460	.442	.679[b]
	Residual	9.914	3	3.305		
	Total	12.833	5			

a. Dependent Variable: Sum of Capital invested in the Arts

b. Independent Variables: (Constant), Length of position held, Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-3.595	15.896		-.226	.836
	Age	7.0E-02	.341	.235	.206	.850
	Length of position held	8.5E-03	.038	.255	.224	.837

a. Dependent Variable: Sum of Capital invested in the Arts

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held, Age[c]	.	.342	.117	-.471	.9904

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Method: Enter

c. Independent Variables: (Constant), Length of position held, Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.391	2	.195	.199	.830[b]
	Residual	2.943	3	.981		
	Total	3.333	5			

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Independent Variables: (Constant), Length of position held, Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.425	8.661		.049	.964
	Age	-1.1E-02	.186	-.074	-.061	.955
	Length of position held	6.9E-03	.021	.407	.334	.760

a. Dependent Variable: Sum of Capital invested in Environmental Groups

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held, Age[c]	.	.471	.222	-.297	1.6766

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Method: Enter

c. Independent Variables: (Constant), Length of position held, Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.400	2	1.200	.427	.687[b]
	Residual	8.433	3	2.811		
	Total	10.833	5			

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Independent Variables: (Constant), Length of position held, Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.396	14.662		.777	.494
	Age	-.234	.315	-.851	-.744	.511
	Length of position held	3.2E-02	.035	1.040	.910	.430

a. Dependent Variable: Sum of Capital invested in Charity/Society

Regression
University against Fields

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much[c,d]	.	.942	.887	.437	4.0089

a. Dependent Variable: Sum of Capital invested in Board Members

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	126.762	4	31.690	1.972	.484[b]
	Residual	16.071	1	16.071		
	Total	142.833	5			

a. Dependent Variable: Sum of Capital invested in Board Members

b. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-46.500	23.203		-2.004	.295
	University influenced very much	15.119	8.631	1.155	1.752	.330
	Still contact with friends from university	-1.357	1.856	-.415	-.731	.598
	University one of best in country	-.881	3.194	-.162	-.276	.829
	'Right university' important for career	.524	1.597	.124	.328	.798

a. Dependent Variable: Sum of Capital invested in Board Members

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much[c,d]	.	.749	.561	-1.196	11.7595

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	176.548	4	44.137	.319	.849[b]
	Residual	138.286	1	138.286		
	Total	314.833	5			

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.000	68.063		.235	.853
	University influenced very much	-3.905	25.317	-.201	-.154	.903
	Still contact with friends from university	-2.286	5.444	-.470	-.420	.747
	University one of best in country	1.095	9.370	.136	.117	.926
	'Right university' important for career	4.619	4.685	.736	.986	.505

a. Dependent Variable: Sum of Capital invested in Shareholders

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much[c,d]	.	.919	.844	.221	5.3452

a. Dependent Variable: Sum of Capital invested in Employees

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	154.762	4	38.690	1.354	.561[b]
	Residual	28.571	1	28.571		
	Total	183.333	5			

a. Dependent Variable: Sum of Capital invested in Employees

b. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	86.000	30.938		2.780	.220
	University influenced very much	-24.048	11.508	-1.621	-2.090	.284
	Still contact with friends from university	2.143	2.474	.578	.866	.546
	University one of best in country	5.952	4.259	.966	1.398	.395
	'Right university' important for career	1.190	2.130	.249	.559	.675

a. Dependent Variable: Sum of Capital invested in Employees

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much[c,d]	.	.599	.359	-2.203	13.6303

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	104.214	4	26.054	.140	.944[b]
	Residual	185.786	1	185.786		
	Total	290.000	5			

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-29.500	78.891		-.374	.772
	University influenced very much	15.738	29.345	.844	.536	.687
	Still contact with friends from university	-3.214	6.310	-.689	-.509	.700
	University one of best in country	-3.262	10.861	-.421	-.300	.814
	'Right university' important for career	-1.952	5.430	-.324	-.360	.780

a. Dependent Variable: Sum of Capital invested in Business Friends (Internal)

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much[c,d]	.	.938	.881	.404	4.8107

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	170.857	4	42.714	1.846	.497[b]
	Residual	23.143	1	23.143		
	Total	194.000	5			

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	47.000	27.844		1.688	.340
	University influenced very much	-15.976	10.357	-1.047	-1.543	.366
	Still contact with friends from university	4.429	2.227	1.161	1.989	.297
	University one of best in country	6.024	3.833	.951	1.571	.361
	'Right university' important for career	-4.095	1.917	-.832	-2.137	.279

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much[c,d]	.	.700	.489	-1.553	2.4054

a. Dependent Variable: Sum of Capital invested in Competitors

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.548	4	1.387	.240	.889[b]
	Residual	5.786	1	5.786		
	Total	11.333	5			

a. Dependent Variable: Sum of Capital invested in Competitors

b. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.500	13.922		.323	.801
	University influenced very much	.405	5.178	.110	.078	.950
	Still contact with friends from university	-.214	1.113	-.232	-.192	.879
	University one of best in country	-.595	1.917	-.389	-.311	.808
	'Right university' important for career	-.619	.958	-.520	-.646	.635

a. Dependent Variable: Sum of Capital invested in Competitors

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much[c,d]	.	1.000	1.000	1.000	5.77E-08

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	30.000	4	7.500	2.3E+15	.000[b]
	Residual	3.3E-15	1	3.3E-15		
	Total	30.000	5			

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.0E-14	.000		.000	1.000
	University influenced very much	3.000	.000	.500	2.4E+07	.000
	Still contact with friends from university	6.1E-16	.000	.000	.000	1.000
	University one of best in country	-3.000	.000	-1.204	-7.E+07	.000
	'Right university' important for career	3.3E-17	.000	.000	.000	1.000

a. Dependent Variable: Sum of Capital invested in Professional Institutes

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much[c,d]	.	.999	.999	.993	.2673

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	51.262	4	12.815	179.417	.056[b]
	Residual	7.1E-02	1	7.1E-02		
	Total	51.333	5			

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-24.500	1.547		-15.838	.040
	University influenced very much	7.381	.575	.940	12.828	.050
	Still contact with friends from university	.357	.124	.182	2.887	.212
	University one of best in country	-1.619	.213	-.497	-7.603	.083
	'Right university' important for career	.476	.106	.188	4.472	.140

a. Dependent Variable: Sum of Capital invested in Industry Groups

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much[c,d]	.	1.000	1.000	1.000	3.77E-08

a. Dependent Variable: Sum of Capital invested in the Arts

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12.833	4	3.208	2.7E+15	.000[b]
	Residual	1.4E-15	1	1.4E-15		
	Total	12.833	5			

a. Dependent Variable: Sum of Capital invested in the Arts

b. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.000	.000		1.0E+07	.000
	University influenced very much	1.167	.000	.297	1.6E+07	.000
	Still contact with friends from university	3.9E-16	.000	.000	.000	1.000
	University one of best in country	-1.833	.000	-1.125	-7.E+07	.000
	'Right university' important for career	.333	.000	.263	2.4E+07	.000

a. Dependent Variable: Sum of Capital invested in the Arts

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much[c,d]	.	1.000	1.000	1.000	.0000

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.333	4	.833	4.5E+15	.000[b]
	Residual	.000	1	.000		
	Total	3.333	5			

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.9E-15	.000		.000	1.000
	University influenced very much	1.000	.000	.500	3.4E+07	.000
	Still contact with friends from university	1.4E-16	.000	.000	.000	1.000
	University one of best in country	-1.000	.000	-1.204	-9.E+07	.000
	'Right university' important for career	7.3E-18	.000	.000	.000	1.000

a. Dependent Variable: Sum of Capital invested in Environmental Groups

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much[c,d]	.	.760	.578	-1.110	2.1381

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.262	4	1.565	.342	.837[b]
	Residual	4.571	1	4.571		
	Total	10.833	5			

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Independent Variables: (Constant), 'Right university' important for career, University one of best in country, Still contact with friends from university, University influenced very much

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.000	12.375		.404	.756
	University influenced very much	.119	4.603	.033	.026	.984
	Still contact with friends from university	.143	.990	.158	.144	.909
	University one of best in country	-.881	1.704	-.588	-.517	.696
	'Right university' important for career	-.476	.852	-.409	-.559	.675

a. Dependent Variable: Sum of Capital Invested in Charity/Society

egression
chool against Fields

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area[c,d]	.	.927	.860	.298	4.4794

a. Dependent Variable: Sum of Capital invested in Board Members

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	122.768	4	30.692	1.530	.536[b]
	Residual	20.065	1	20.065		
	Total	142.833	5			

a. Dependent Variable: Sum of Capital invested in Board Members

b. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.462	7.717		-.060	.962
	School had strict rules for punishment	2.951	1.357	.967	2.175	.274
	School one of best in area	.938	2.131	.264	.440	.736
	'Right school' important for career	.885	2.044	.201	.433	.740
	School influences actions today	-.499	2.853	-.114	-.175	.890

a. Dependent Variable: Sum of Capital invested in Board Members

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area[c,d]	.	.740	.548	-1.262	11.9343

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	172.406	4	43.101	.303	.857[b]
	Residual	142.428	1	142.428		
	Total	314.833	5			

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.397	20.560		.262	.837
	School had strict rules for punishment	-1.690	3.616	-.373	-.467	.722
	School one of best in area	2.333	5.679	.443	.411	.752
	'Right school' important for career	3.085	5.445	.471	.567	.672
	School influences actions today	-2.083	7.601	-.322	-.274	.830

a. Dependent Variable: Sum of Capital invested in Shareholders

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area[c,d]	.	.984	.969	.845	2.3852

a. Dependent Variable: Sum of Capital invested in Employees

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	177.644	4	44.411	7.806	.262[b]
	Residual	5.689	1	5.689		
	Total	183.333	5			

a. Dependent Variable: Sum of Capital invested in Employees

b. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	22.726	4.109		5.530	.114
	School had strict rules for punishment	-2.528	.723	-.731	-3.498	.177
	School one of best in area	2.759	1.135	.686	2.431	.248
	'Right school' important for career	1.325	1.088	.265	1.217	.438
	School influences actions today	-2.920	1.519	-.591	-1.922	.305

a. Dependent Variable: Sum of Capital invested in Employees

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area[c,d]	.	.984	.968	.841	3.0321

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	280.806	4	70.202	7.636	.264[b]
	Residual	9.194	1	9.194		
	Total	290.000	5			

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.483	5.224		2.198	.272
	School had strict rules for punishment	3.905	.919	.898	4.251	.147
	School one of best in area	-.341	1.443	-.067	-.236	.852
	'Right school' important for career	.735	1.383	.117	.531	.689
	School influences actions today	-4.119	1.931	-.662	-2.133	.279

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area[c,d]	.	.911	.831	.153	5.7327

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	161.136	4	40.284	1.226	.583[b]
	Residual	32.864	1	32.864		
	Total	194.000	5			

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.115	9.876		1.733	.333
	School had strict rules for punishment	-2.737	1.737	-.769	-1.576	.360
	School one of best in area	1.494	2.728	.361	.548	.681
	'Right school' important for career	-4.529	2.616	-.880	-1.731	.333
	School influences actions today	.676	3.651	.133	.185	.883

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area[c,d]	.	.801	.642	-.788	2.0133

a. Dependent Variable: Sum of Capital invested in Competitors

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.280	4	1.820	.449	.790[b]
	Residual	4.053	1	4.053		
	Total	11.333	5			

a. Dependent Variable: Sum of Capital invested in Competitors

b. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.016	3.469		1.158	.453
	School had strict rules for punishment	.273	.610	.317	.447	.732
	School one of best in area	-.434	.958	-.434	-.453	.729
	'Right school' important for career	-.136	.919	-.110	-.148	.906
	School influences actions today	-.431	1.282	-.351	-.336	.794

a. Dependent Variable: Sum of Capital invested in Competitors

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area[c,d]	.	.971	.943	.714	1.3099

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	28.284	4	7.071	4.121	.352[b]
	Residual	1.716	1	1.716		
	Total	30.000	5			

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.456	2.257		.645	.635
	School had strict rules for punishment	-.473	.397	-.338	-1.192	.444
	School one of best in area	-2.451	.623	-1.507	-3.933	.159
	'Right school' important for career	-.595	.598	-.294	-.995	.502
	School influences actions today	2.973	.834	1.486	3.563	.174

a. Dependent Variable: Sum of Capital Invested in Professional Institutes

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area[c,d]	.	.971	.942	.711	1.7222

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	48.367	4	12.092	4.077	.354[b]
	Residual	2.966	1	2.966		
	Total	51.333	5			

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area[c,d]	.	.975	.950	.750	.8005

a. Dependent Variable: Sum of Capital invested in the Arts

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12.193	4	3.048	4.757	.330[b]
	Residual	.641	1	.641		
	Total	12.833	5			

a. Dependent Variable: Sum of Capital invested in the Arts

b. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.223	1.379		.162	.898
	School had strict rules for punishment	-.289	.243	-.316	-1.192	.444
	School one of best in area	-1.498	.381	-1.408	-3.933	.159
	'Right school' important for career	-3.0E-02	.365	-.023	-.082	.948
	School influences actions today	1.817	.510	1.389	3.563	.174

a. Dependent Variable: Sum of Capital invested in the Arts

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area[c,d]	.	.971	.943	.714	.4366

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.143	4	.786	4.121	.352[b]
	Residual	.191	1	.191		
	Total	3.333	5			

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.485	.752		.645	.635
	School had strict rules for punishment	-.158	.132	-.338	-1.192	.444
	School one of best in area	-.817	.208	-1.507	-3.933	.159
	'Right school' important for career	-.198	.199	-.294	-.995	.502
	School influences actions today	.991	.278	1.486	3.563	.174

a. Dependent Variable: Sum of Capital invested in Environmental Groups

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area[c,d]	.	.676	.457	-1.716	2.4257

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.949	4	1.237	.210	.905[b]
	Residual	5.884	1	5.884		
	Total	10.833	5			

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Independent Variables: (Constant), School influences actions today, School had strict rules for punishment, 'Right school' important for career, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.586	4.179		.619	.647
	School had strict rules for punishment	.124	.735	.147	.169	.894
	School one of best in area	-.873	1.154	-.893	-.756	.588
	'Right school' important for career	-.212	1.107	-.175	-.192	.879
	School influences actions today	.505	1.545	.420	.327	.799

a. Dependent Variable: Sum of Capital invested in Charity/Society

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ork against Fields

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.940	.883	.708	2.8893

a. Dependent Variable: Sum of Capital invested in Board Members

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	126.138	3	42.046	5.037	.170[b]
	Residual	16.696	2	8.348		
	Total	142.833	5			

a. Dependent Variable: Sum of Capital invested in Board Members

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	53.957	31.310		1.723	.227
	Work experience influences very much	-9.870	3.996	-.754	-2.470	.132
	Work experience is more important than degrees	-.522	2.254	-.073	-.231	.838
	High level of education important for career	1.522	2.254	.255	.675	.569

a. Dependent Variable: Sum of Capital invested in Board Members

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.685	.469	-.327	9.1414

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	147.703	3	49.234	.589	.679[b]
	Residual	167.130	2	83.565		
	Total	314.833	5			

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-98.174	99.063		-.991	.426
	Work experience influences very much	11.522	12.644	.593	.911	.458
	Work experience is more important than degrees	3.913	7.132	.371	.549	.638
	High level of education important for career	9.087	7.132	1.024	1.274	.331

a. Dependent Variable: Sum of Capital invested in Shareholders

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.733	.538	-.156	6.5109

a. Dependent Variable: Sum of Capital invested in Employees

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	98.551	3	32.850	.775	.606[b]
	Residual	84.783	2	42.391		
	Total	183.333	5			

a. Dependent Variable: Sum of Capital invested in Employees

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-65.087	70.556		-.922	.454
	Work experience influences very much	13.261	9.005	.894	1.473	.279
	Work experience is more important than degrees	1.957	5.080	.243	.385	.737
	High level of education important for career	3.043	5.080	.450	.599	.610

a. Dependent Variable: Sum of Capital invested in Employees

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.158	.025	-1.438	11.8908

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.217	3	2.406	.017	.996[b]
	Residual	282.783	2	141.391		
	Total	290.000	5			

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.087	128.858		.071	.950
	Work experience influences very much	-1.261	16.447	-.068	-.077	.946
	Work experience is more important than degrees	4.3E-02	9.277	.004	.005	.997
	High level of education important for career	.957	9.277	.112	.103	.927

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.836	.698	.246	5.4093

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	135.478	3	45.159	1.543	.416[b]
	Residual	58.522	2	29.261		
	Total	194.000	5			

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.348	58.619		.108	.924
	Work experience influences very much	-1.043	7.482	-.068	-.139	.902
	Work experience is more important than degrees	4.174	4.220	.504	.989	.427
	High level of education important for career	-3.174	4.220	-.456	-.752	.530

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

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Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.513	.263	-.841	2.0430

a. Dependent Variable: Sum of Capital invested in Competitors

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.986	3	.995	.238	.865[b]
	Residual	8.348	2	4.174		
	Total	11.333	5			

a. Dependent Variable: Sum of Capital invested in Competitors

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.391	22.140		.063	.956
	Work experience influences very much	.826	2.826	.224	.292	.798
	Work experience is more important than degrees	-.304	1.594	-.152	-.191	.866
	High level of education important for career	-.696	1.594	-.413	-.436	.705

a. Dependent Variable: Sum of Capital Invested in Competitors

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.829	.687	.217	2.1669

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	20.609	3	6.870	1.463	.431[b]
	Residual	9.391	2	4.696		
	Total	30.000	5			

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	36.783	23.483		1.566	.258
	Work experience influences very much	-2.348	2.997	-.391	-.783	.515
	Work experience is more important than degrees	-2.609	1.691	-.802	-1.543	.263
	High level of education important for career	-3.391	1.691	-1.238	-2.006	.183

a. Dependent Variable: Sum of Capital invested in Professional Institutes

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.953	.909	.771	1.5323

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	46.638	3	15.546	6.621	.134[b]
	Residual	4.696	2	2.348		
	Total	51.333	5			

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	65.957	16.605		3.972	.058
	Work experience influences very much	-8.870	2.119	-1.130	-4.185	.053
	Work experience is more important than degrees	-2.522	1.195	-.592	-2.109	.169
	High level of education important for career	-2.478	1.195	-.692	-2.073	.174

a. Dependent Variable: Sum of Capital invested in Industry Groups

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.830	.688	.221	1.4142

a. Dependent Variable: Sum of Capital invested in the Arts

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.833	3	2.944	1.472	.429[b]
	Residual	4.000	2	2.000		
	Total	12.833	5			

a. Dependent Variable: Sum of Capital invested in the Arts

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.830	.688	.221	1.4142

a. Dependent Variable: Sum of Capital invested in the Arts

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.833	3	2.944	1.472	.429[b]
	Residual	4.000	2	2.000		
	Total	12.833	5			

a. Dependent Variable: Sum of Capital invested in the Arts

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	22.000	15.325		1.436	.288
	Work experience influences very much	-1.000	1.956	-.255	-.511	.660
	Work experience is more important than degrees	-2.000	1.103	-.940	-1.813	.212
	High level of education important for career	-2.000	1.103	-1.117	-1.813	.212

a. Dependent Variable: Sum of Capital invested in the Arts

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.829	.687	.217	.7223

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.290	3	.763	1.463	.431[b]
	Residual	1.043	2	.522		
	Total	3.333	5			

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.261	7.828		1.566	.258
	Work experience influences very much	-.783	.999	-.391	-.783	.515
	Work experience is more important than degrees	-.870	.564	-.802	-1.543	.263
	High level of education important for career	-1.130	.564	-1.238	-2.006	.183

a. Dependent Variable: Sum of Capital invested in Environmental Groups

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.784	.615	.037	1.4446

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.659	3	2.220	1.064	.518[b]
	Residual	4.174	2	2.087		
	Total	10.833	5			

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.478	15.655		.989	.427
	Work experience influences very much	-.435	1.998	-.121	-.218	.848
	Work experience is more important than degrees	-1.261	1.127	-.645	-1.119	.380
	High level of education important for career	-1.739	1.127	-1.057	-1.543	.263

a. Dependent Variable: Sum of Capital invested in Charity/Society

Appendix 17

Total Explanatory Power of the UK Model

Regression UK Respondents
Age/Length of Service against Fields

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held (months), Age[c,d]	.	.464	.216	.041	5.4406

a. Dependent Variable: Sum of Capital invested in Board Members

b. Method: Enter

c. Independent Variables: (Constant), Length of position held (months), Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	73.269	2	36.634	1.238	.335[b]
	Residual	266.398	9	29.600		
	Total	339.667	11			

a. Dependent Variable: Sum of Capital invested in Board Members

b. Independent Variables: (Constant), Length of position held (months), Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	-24.223	23.816		-1.017	.336
	Age	.719	.463	.813	1.551	.155
	Length of position held (months)	-3.2E-02	.029	-.594	-1.133	.286

a. Dependent Variable: Sum of Capital invested in Board Members

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held (months), Age[c,d]	.	.566	.320	.169	7.3545

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Method: Enter

c. Independent Variables: (Constant), Length of position held (months), Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	229.454	2	114.727	2.121	.176[b]
	Residual	486.796	9	54.088		
	Total	716.250	11			

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Independent Variables: (Constant), Length of position held (months), Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-7.118	32.193		-.221	.830
	Age	.413	.626	.322	.659	.526
	Length of position held (months)	2.1E-02	.039	.270	.554	.593

a. Dependent Variable: Sum of Capital invested in Shareholders

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held (months), Age[c,d]	.	.330	.109	-.089	5.1506

a. Dependent Variable: Sum of Capital invested in Employees

b. Method: Enter

c. Independent Variables: (Constant), Length of position held (months), Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29.239	2	14.620	.551	.595[b]
	Residual	238.761	9	26.529		
	Total	268.000	11			

a. Dependent Variable: Sum of Capital invested in Employees

b. Independent Variables: (Constant), Length of position held (months), Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	28.666	22.546		1.271	.235
	Age	-.213	.439	-.272	-.486	.639
	Length of position held (months)	-3.3E-03	.027	-.068	-.122	.905

a. Dependent Variable: Sum of Capital invested in Employees

gression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held (months), Age[c,d]	.	.582	.339	.192	3.2941

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Method: Enter

c. Independent Variables: (Constant), Length of position held (months), Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	50.007	2	25.004	2.304	.156[b]
	Residual	97.659	9	10.851		
	Total	147.667	11			

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Independent Variables: (Constant), Length of position held (months), Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	31.659	14.420		2.196	.056
	Age	-.554	.281	-.951	-1.975	.080
	Length of position held (months)	2.0E-02	.017	.558	1.158	.277

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

gression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held (months), Age[c,d]	.	.273	.074	-.131	3.1094

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Method: Enter

c. Independent Variables: (Constant), Length of position held (months), Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.985	2	3.492	.361	.706[b]
	Residual	87.015	9	9.668		
	Total	94.000	11			

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Independent Variables: (Constant), Length of position held (months), Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.334	13.611		.906	.388
	Age	-.198	.265	-.425	-.747	.474
	Length of position held (months)	6.4E-03	.016	.222	.389	.706

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held (months), Age[c,d]	.	.206	.043	-.170	2.2341

a. Dependent Variable: Sum of Capital invested in Competitors

b. Method: Enter

c. Independent Variables: (Constant), Length of position held (months), Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.997	2	.998	.200	.822[b]
	Residual	44.920	9	4.991		
	Total	46.917	11			

a. Dependent Variable: Sum of Capital invested in Competitors

b. Independent Variables: (Constant), Length of position held (months), Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.640	9.779		-.065	.949
	Age	4.4E-02	.190	.134	.232	.822
	Length of position held (months)	-6.1E-03	.012	-.303	-.523	.614

a. Dependent Variable: Sum of Capital invested in Competitors

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held (months), Age[c,d]	.	.182	.033	-.182	.8620

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Method: Enter

c. Independent Variables: (Constant), Length of position held (months), Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.229	2	.114	.154	.860[b]
	Residual	6.688	9	.743		
	Total	6.917	11			

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Independent Variables: (Constant), Length of position held (months), Age

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	1.141	3.774		.302	.769
	Age	-1.3E-02	.073	-.101	-.174	.866
	Length of position held (months)	-6.9E-04	.005	-.089	-.153	.882

a. Dependent Variable: Sum of Capital invested in Professional Institutes

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held (months), Age[c,d]	.	.362	.131	-.062	2.2028

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Method: Enter

c. Independent Variables: (Constant), Length of position held (months), Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.579	2	3.289	.678	.532[b]
	Residual	43.671	9	4.852		
	Total	50.250	11			

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Independent Variables: (Constant), Length of position held (months), Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.705	9.643		-.177	.864
	Age	7.5E-02	.188	.220	.398	.700
	Length of position held (months)	-1.1E-02	.012	-.522	-.945	.369

a. Dependent Variable: Sum of Capital invested in Industry Groups

gression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held (months), Age[c,d]	.	.242	.058	-.151	1.2528

a. Dependent Variable: Sum of Capital invested in the Arts

b. Method: Enter

c. Independent Variables: (Constant), Length of position held (months), Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.875	2	.438	.279	.763[b]
	Residual	14.125	9	1.569		
	Total	15.000	11			

a. Dependent Variable: Sum of Capital invested in the Arts

b. Independent Variables: (Constant), Length of position held (months), Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.022	5.484		.551	.595
	Age	-4.7E-02	.107	-.253	-.440	.670
	Length of position held (months)	1.6E-04	.007	.014	.024	.982

a. Dependent Variable: Sum of Capital invested in the Arts

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held (months), Age[c,d]	.	.353	.125	-.070	2.6763

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Method: Enter

c. Independent Variables: (Constant), Length of position held (months), Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9.204	2	4.602	.643	.548[b]
	Residual	64.463	9	7.163		
	Total	73.667	11			

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Independent Variables: (Constant), Length of position held (months), Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.057	11.715		.773	.459
	Age	-.133	.228	-.323	-.584	.574
	Length of position held (months)	-9.1E-04	.014	-.036	-.064	.950

a. Dependent Variable: Sum of Capital invested in Environmental Groups

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Length of position held (months), Age[c,d]	.	.095	.009	-.211	4.2968

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Method: Enter

c. Independent Variables: (Constant), Length of position held (months), Age

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.502	2	.751	.041	.960[b]
	Residual	166.165	9	18.463		
	Total	167.667	11			

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Independent Variables: (Constant), Length of position held (months), Age

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.805	18.809		.415	.688
	Age	-9.2E-02	.366	-.149	-.252	.807
	Length of position held (months)	6.4E-03	.023	.167	.283	.783

a. Dependent Variable: Sum of Capital invested in Charity/Society

Regression
Upbringing against Fields

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence[c,]	.	.699	.488	.196	4.9828

a. Dependent Variable: Sum of Capital invested in Board Members

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	165.865	4	41.466	1.670	.260[b]
	Residual	173.802	7	24.829		
	Total	339.667	11			

a. Dependent Variable: Sum of Capital invested in Board Members

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	.433	11.079		.039	.970
	Had strict upbringing by parents	.921	1.670	.165	.551	.599
	Background of Parents	6.246	2.929	.807	2.133	.070
	Parents had great influence	-2.143	2.403	-.418	-.892	.402
	Upbringing influences action today	1.793	2.721	.350	.659	.531

a. Dependent Variable: Sum of Capital invested in Board Members

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence[c]	.	.519	.270	-.148	8.6449

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	193.110	4	48.278	.646	.647[b]
	Residual	523.140	7	74.734		
	Total	716.250	11			

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	40.869	19.221		2.126	.071
	Had strict upbringing by parents	.192	2.898	.024	.066	.949
	Background of Parents	-5.603	5.081	-.498	-1.103	.307
	Parents had great influence	-1.588	4.170	-.213	-.381	.715
	Upbringing influences action today	-2.047	4.721	-.275	-.434	.678

a. Dependent Variable: Sum of Capital invested in Shareholders

gression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence[c,]	.	.507	.257	-.167	5.3318

a. Dependent Variable: Sum of Capital invested in Employees

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	69.003	4	17.251	.607	.671[b]
	Residual	198.997	7	28.428		
	Total	268.000	11			

a. Dependent Variable: Sum of Capital invested in Employees

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	30.101	11.855		2.539	.039
	Had strict upbringing by parents	.567	1.787	.114	.317	.760
	Background of Parents	-4.627	3.134	-.673	-1.476	.183
	Parents had great influence	1.231	2.572	.270	.479	.647
	Upbringing influences action today	-2.721	2.912	-.597	-.934	.381

a. Dependent Variable: Sum of Capital invested in Employees

gression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence[c]	.	.831	.690	.513	2.5575

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	101.880	4	25.470	3.894	.057[b]
	Residual	45.787	7	6.541		
	Total	147.667	11			

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-10.654	5.686		-1.874	.103
	Had strict upbringing by parents	-1.857	.857	-.505	-2.166	.067
	Background of Parents	3.013	1.503	.590	2.004	.085
	Parents had great influence	.503	1.234	.149	.408	.696
	Upbringing influences action today	2.623	1.397	.776	1.878	.102

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence[c,]	.	.470	.221	-.225	3.2352

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	20.735	4	5.184	.495	.741[b]
	Residual	73.265	7	10.466		
	Total	94.000	11			

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	-6.863	7.193		-.954	.372
	Had strict upbringing by parents	.204	1.084	.070	.188	.856
	Background of Parents	2.441	1.902	.599	1.284	.240
	Parents had great influence	-1.324	1.560	-.491	-.849	.424
	Upbringing influences action today	2.270	1.767	.841	1.285	.240

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

gression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence[c]	.	.678	.460	.152	1.9023

a. Dependent Variable: Sum of Capital invested in Competitors

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.587	4	5.397	1.491	.302[b]
	Residual	25.330	7	3.619		
	Total	46.917	11			

a. Dependent Variable: Sum of Capital invested in Competitors

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-6.219	4.229		-1.470	.185
	Had strict upbringing by parents	-.582	.638	-.281	-.913	.392
	Background of Parents	1.701	1.118	.591	1.521	.172
	Parents had great influence	.355	.918	.186	.387	.710
	Upbringing influences action today	1.119	1.039	.587	1.078	.317

a. Dependent Variable: Sum of Capital invested in Competitors

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence[c]	.	.556	.309	-.086	.8263

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.138	4	.534	.783	.571[b]
	Residual	4.779	7	.683		
	Total	6.917	11			

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	1.288	1.837		.701	.506
	Had strict upbringing by parents	.350	.277	.439	1.263	.247
	Background of Parents	-.492	.486	-.446	-1.014	.344
	Parents had great influence	-.117	.399	-.160	-.293	.778
	Upbringing influences action today	-9.7E-02	.451	-.132	-.215	.836

a. Dependent Variable: Sum of Capital invested in Professional Institutes

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence[c.]	.	.437	.191	-.271	2.4094

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9.614	4	2.403	.414	.794[b]
	Residual	40.636	7	5.805		
	Total	50.250	11			

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.233	5.357		-.230	.825
	Had strict upbringing by parents	-.397	.808	-.185	-.492	.638
	Background of Parents	.557	1.416	.187	.394	.706
	Parents had great influence	.986	1.162	.500	.849	.424
	Upbringing influences action today	-.255	1.316	-.129	-.193	.852

a. Dependent Variable: Sum of Capital invested in Industry Groups

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence[c]	.	.384	.148	-.339	1.3513

a. Dependent Variable: Sum of Capital invested in the Arts

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.217	4	.554	.304	.867[b]
	Residual	12.783	7	1.826		
	Total	15.000	11			

a. Dependent Variable: Sum of Capital invested in the Arts

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	-1.413	3.005		-.470	.653
	Had strict upbringing by parents	.469	.453	.400	1.036	.335
	Background of Parents	.225	.794	.138	.283	.785
	Parents had great influence	-.253	.652	-.235	-.389	.709
	Upbringing influences action today	.324	.738	.300	.439	.674

a. Dependent Variable: Sum of Capital invested in the Arts

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence[c,]	.	.335	.112	-.396	3.0572

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.243	4	2.061	.220	.919[b]
	Residual	65.424	7	9.346		
	Total	73.667	11			

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.779	6.797		.556	.596
	Had strict upbringing by parents	-.835	1.025	-.322	-.815	.442
	Background of Parents	-.263	1.797	-.073	-.146	.888
	Parents had great influence	1.030	1.475	.431	.699	.507
	Upbringing influences action today	-.860	1.669	-.360	-.515	.622

a. Dependent Variable: Sum of Capital invested in Environmental Groups

gression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence[c,]	.	.517	.267	-.152	4.1906

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Method: Enter

c. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	44.740	4	11.185	.637	.653[b]
	Residual	122.927	7	17.561		
	Total	167.667	11			

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Independent Variables: (Constant), Upbringing influences action today, Had strict upbringing by parents, Background of Parents, Parents had great influence

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.911	9.317		1.064	.323
	Had strict upbringing by parents	.969	1.405	.247	.690	.513
	Background of Parents	-3.197	2.463	-.588	-1.298	.235
	Parents had great influence	1.321	2.021	.367	.653	.534
	Upbringing influences action today	-2.150	2.288	-.597	-.940	.379

a. Dependent Variable: Sum of Capital invested in Charity/Society

egression

University against Fields

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university[c]	.	.611	.374	-.044	5.5794

a. Dependent Variable: Sum of Capital invested in Board Members

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	111.401	4	27.850	.895	.521[b]
	Residual	186.781	6	31.130		
	Total	298.182	10			

a. Dependent Variable: Sum of Capital invested in Board Members

b. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.497	11.576		1.080	.322
	University influenced very much	-.107	2.390	-.018	-.045	.966
	Still contact with friends from university	-.424	2.270	-.080	-.187	.858
	University one of best in country	2.070	1.629	.521	1.271	.251
	'Right university' important for career	-3.140	2.044	-.580	-1.537	.175

a. Dependent Variable: Sum of Capital invested in Board Members

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university[c]	.	.218	.047	-.588	10.6221

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	33.748	4	8.437	.075	.987[b]
	Residual	676.979	6	112.830		
	Total	710.727	10			

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.130	22.038		.641	.545
	University influenced very much	-.937	4.550	-.105	-.206	.844
	Still contact with friends from university	2.098	4.322	.256	.485	.645
	University one of best in country	-5.3E-02	3.101	-.009	-.017	.987
	'Right university' important for career	.373	3.891	.045	.096	.927

a. Dependent Variable: Sum of Capital invested in Shareholders

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university[c]	.	.558	.312	-.147	5.5447

a. Dependent Variable: Sum of Capital invested in Employees

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	83.541	4	20.885	.679	.631[b]
	Residual	184.459	6	30.743		
	Total	268.000	10			

a. Dependent Variable: Sum of Capital invested in Employees

b. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	33.555	11.504		2.917	.027
	University influenced very much	-1.707	2.375	-.311	-.719	.499
	Still contact with friends from university	-2.0E-02	2.256	-.004	-.009	.993
	University one of best in country	-1.648	1.619	-.438	-1.018	.348
	'Right university' important for career	-1.222	2.031	-.238	-.602	.569

a. Dependent Variable: Sum of Capital invested in Employees

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university[c]	.	.693	.481	.134	3.5306

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	69.210	4	17.303	1.388	.342[b]
	Residual	74.790	6	12.465		
	Total	144.000	10			

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-3.084	7.325		-.421	.688
	University influenced very much	2.197	1.512	.546	1.452	.197
	Still contact with friends from university	-2.474	1.436	-.670	-1.723	.136
	University one of best in country	.414	1.031	.150	.401	.702
	'Right university' important for career	.849	1.293	.226	.656	.536

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

gression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university[c]	.	.761	.580	.299	2.5516

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	53.846	4	13.462	2.068	.204[b]
	Residual	39.063	6	6.510		
	Total	92.909	10			

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.727	5.294		-.326	.755
	University influenced very much	1.478	1.093	.458	1.352	.225
	Still contact with friends from university	-2.688	1.038	-.906	-2.590	.041
	University one of best in country	1.516	.745	.684	2.035	.088
	'Right university' important for career	-.671	.935	-.222	-.718	.500

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university[c]	.	.284	.081	-.532	2.6181

a. Dependent Variable: Sum of Capital invested in Competitors

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.602	4	.900	.131	.965[b]
	Residual	41.126	6	6.854		
	Total	44.727	10			

a. Dependent Variable: Sum of Capital invested in Competitors

b. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.941	5.432		.726	.495
	University influenced very much	-6.3E-03	1.122	-.003	-.006	.996
	Still contact with friends from university	-.240	1.065	-.117	-.226	.829
	University one of best in country	-.326	.764	-.212	-.427	.685
	'Right university' important for career	-.177	.959	-.084	-.185	.860

a. Dependent Variable: Sum of Capital invested in Competitors

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university[c]	.	.476	.227	-.288	.9309

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.527	4	.382	.441	.776[b]
	Residual	5.200	6	.867		
	Total	6.727	10			

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.346	1.931		1.215	.270
	University influenced very much	-.162	.399	-.187	-.406	.699
	Still contact with friends from university	5.9E-03	.379	.007	.015	.988
	University one of best in country	-.148	.272	-.249	-.546	.605
	'Right university' important for career	-.280	.341	-.344	-.821	.443

a. Dependent Variable: Sum of Capital invested in Professional Institutes

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university[c]	.	.703	.494	.157	2.0566

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	24.804	4	6.201	1.466	.321[b]
	Residual	25.377	6	4.230		
	Total	50.182	10			

a Dependent Variable: Sum of Capital invested in Industry Groups

b ndependent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-6.783	4.267		-1.590	.163
	University influenced very much	.973	.881	.410	1.104	.312
	Still contact with friends from university	-4.2E-03	.837	-.002	-.005	.996
	University one of best in country	.463	.600	.284	.771	.470
	'Right university' important for career	1.164	.753	.524	1.546	.173

a. Dependent Variable: Sum of Capital invested in Industry Groups

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university[c]		.448	.200	-.333	1.4009

a. Dependent Variable: Sum of Capital invested in the Arts

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.952	4	.738	.376	.819[b]
	Residual	11.775	6	1.963		
	Total	14.727	10			

a. Dependent Variable: Sum of Capital invested in the Arts

b. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.632	2.907		.217	.835
	University influenced very much	-.437	.600	-.340	-.728	.494
	Still contact with friends from university	.685	.570	.580	1.202	.275
	University one of best in country	-.167	.409	-.189	-.408	.698
	'Right university' important for career	.254	.513	.211	.495	.638

a. Dependent Variable: Sum of Capital invested in the Arts

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university[c]	.	.790	.623	.372	2.0742

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	42.731	4	10.683	2.483	.153[b]
	Residual	25.815	6	4.302		
	Total	68.545	10			

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-5.552	4.303		-1.290	.245
	University influenced very much	.436	.889	.157	.490	.641
	Still contact with friends from university	.528	.844	.207	.626	.554
	University one of best in country	-.236	.606	-.124	-.389	.711
	'Right university' important for career	2.190	.760	.844	2.882	.028

a. Dependent Variable: Sum of Capital invested in Environmental Groups

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
	'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university[c]	.	.618	.382	-.030	4.0175

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Method: Enter

c. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	59.884	4	14.971	.928	.506[b]
	Residual	96.843	6	16.140		
	Total	156.727	10			

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Independent Variables: (Constant), 'Right university' important for career, University influenced very much, University one of best in country, Still contact with friends from university

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.044	8.335		1.205	.274
	University influenced very much	-1.726	1.721	-.412	-1.003	.355
	Still contact with friends from university	2.534	1.634	.657	1.550	.172
	University one of best in country	-1.884	1.173	-.654	-1.606	.159
	'Right university' important for career	.660	1.471	.168	.448	.670

a. Dependent Variable: Sum of Capital invested in Charity/Society

egression
chool against Fields

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area[c,d]	.	.832	.692	.516	3.8658

a. Dependent Variable: Sum of Capital invested in Board Members

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	235.053	4	58.763	3.932	.055[b]
	Residual	104.613	7	14.945		
	Total	339.667	11			

a. Dependent Variable: Sum of Capital invested in Board Members

b. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.168	6.191		2.288	.056
	School had strict rules for punishment	-2.171	1.980	-.366	-1.097	.309
	School one of best in area	3.177	1.526	.711	2.082	.076
	'Right school' important for career	-2.915	2.446	-.316	-1.192	.272
	School influences actions today	-.129	1.770	-.027	-.073	.944

a. Dependent Variable: Sum of Capital invested in Board Members

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area[c,d]	.	.728	.530	.261	6.9345

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	379.636	4	94.909	1.974	.203[b]
	Residual	336.614	7	48.088		
	Total	716.250	11			

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.109	11.106		.100	.923
	School had strict rules for punishment	9.483	3.551	1.102	2.671	.032
	School one of best in area	4.136	2.737	.637	1.511	.174
	'Right school' important for career	-1.882	4.387	-.141	-.429	.681
	School influences actions today	-6.120	3.175	-.876	-1.927	.095

a. Dependent Variable: Sum of Capital invested in Shareholders

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area[c,d]	.	.829	.688	.509	3.4586

a. Dependent Variable: Sum of Capital invested in Employees

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	184.265	4	46.066	3.851	.058[b]
	Residual	83.735	7	11.962		
	Total	268.000	11			

a. Dependent Variable: Sum of Capital invested in Employees

b. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	31.770	5.539		5.735	.001
	School had strict rules for punishment	-5.1E-02	1.771	-.010	-.029	.978
	School one of best in area	-2.153	1.365	-.542	-1.577	.159
	'Right school' important for career	-3.844	2.188	-.470	-1.757	.122
	School influences actions today	.163	1.584	.038	.103	.921

a. Dependent Variable: Sum of Capital invested in Employees

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area[c,d]	.	.588	.345	-.029	3.7162

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	50.994	4	12.749	.923	.501[b]
	Residual	96.672	7	13.810		
	Total	147.667	11			

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.331	5.952		1.064	.323
	School had strict rules for punishment	-3.462	1.903	-.886	-1.820	.112
	School one of best in area	-2.123	1.467	-.720	-1.447	.191
	'Right school' important for career	2.886	2.351	.475	1.227	.259
	School influences actions today	2.174	1.701	.685	1.278	.242

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area[c,d]	.	.403	.163	-.316	3.3532

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15.291	4	3.823	.340	.843[b]
	Residual	78.709	7	11.244		
	Total	94.000	11			

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.862	5.370		-.347	.739
	School had strict rules for punishment	-.989	1.717	-.317	-.576	.583
	School one of best in area	-.741	1.323	-.315	-.560	.593
	'Right school' important for career	1.924	2.122	.397	.907	.395
	School influences actions today	1.475	1.535	.583	.961	.369

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

egression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area[c,d]	.	.713	.509	.228	1.8144

a. Dependent Variable: Sum of Capital invested in Competitors

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	23.872	4	5.968	1.813	.231[b]
	Residual	23.045	7	3.292		
	Total	46.917	11			

a. Dependent Variable: Sum of Capital invested in Competitors

b. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.108	2.906		.381	.714
	School had strict rules for punishment	-2.151	.929	-.976	-2.315	.054
	School one of best in area	-.810	.716	-.488	-1.131	.295
	'Right school' important for career	1.089	1.148	.318	.948	.375
	School influences actions today	1.925	.831	1.076	2.317	.054

a. Dependent Variable: Sum of Capital invested in Competitors

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area[c,d]	.	.493	.243	-.189	.8648

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.682	4	.421	.562	.698[b]
	Residual	5.235	7	.748		
	Total	6.917	11			

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.841	1.385		.607	.563
	School had strict rules for punishment	-4.1E-02	.443	-.048	-.092	.929
	School one of best in area	-.195	.341	-.305	-.571	.586
	'Right school' important for career	-.289	.547	-.220	-.528	.614
	School influences actions today	.259	.396	.378	.655	.533

a. Dependent Variable: Sum of Capital invested in Professional Institutes

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area[c,d]	.	.655	.429	.103	2.0238

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.580	4	5.395	1.317	.351[b]
	Residual	28.670	7	4.096		
	Total	50.250	11			

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.397	3.241		-.123	.906
	School had strict rules for punishment	-1.534	1.036	-.673	-1.481	.182
	School one of best in area	-.626	.799	-.364	-.784	.459
	'Right school' important for career	2.474	1.280	.698	1.932	.095
	School influences actions today	1.019	.927	.551	1.100	.308

a. Dependent Variable: Sum of Capital invested in Industry Groups

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area[c,d]	.	.457	.209	-.243	1.3021

a. Dependent Variable: Sum of Capital invested in the Arts

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.132	4	.783	.462	.762[b]
	Residual	11.868	7	1.695		
	Total	15.000	11			

a. Dependent Variable: Sum of Capital invested in the Arts

b. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.380	2.085		.662	.529
	School had strict rules for punishment	-.593	.667	-.476	-.889	.403
	School one of best in area	8.0E-02	.514	.086	.157	.880
	'Right school' important for career	-2.2E-02	.824	-.011	-.027	.979
	School influences actions today	.153	.596	.152	.257	.804

a. Dependent Variable: Sum of Capital invested in the Arts

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area[c,d]	.	.538	.290	-.116	2.7342

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.335	4	5.334	.713	.608[b]
	Residual	52.332	7	7.476		
	Total	73.667	11			

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.225	4.379		.508	.627
	School had strict rules for punishment	.141	1.400	.051	.101	.922
	School one of best in area	-.342	1.079	-.164	-.317	.761
	'Right school' important for career	1.570	1.730	.366	.907	.394
	School influences actions today	-.746	1.252	-.333	-.596	.570

a. Dependent Variable: Sum of Capital invested in Environmental Groups

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area[c,d]	.	.412	.170	-.305	4.4597

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Method: Enter

c. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	28.447	4	7.112	.358	.831[b]
	Residual	139.220	7	19.889		
	Total	167.667	11			

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Independent Variables: (Constant), School influences actions today, 'Right school' important for career, School had strict rules for punishment, School one of best in area

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.327	7.142		.466	.656
	School had strict rules for punishment	1.368	2.284	.329	.599	.568
	School one of best in area	-.404	1.760	-.129	-.230	.825
	'Right school' important for career	-.990	2.822	-.153	-.351	.736
	School influences actions today	-.175	2.042	-.052	-.086	.934

a. Dependent Variable: Sum of Capital invested in Charity/Society

Regression
Work against Fields

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.510	.260	-.018	5.6064

a. Dependent Variable: Sum of Capital invested in Board Members

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	88.209	3	29.403	.935	.467[b]
	Residual	251.458	8	31.432		
	Total	339.667	11			

a. Dependent Variable: Sum of Capital invested in Board Members

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	59.831	30.336		1.972	.084
	Work expenence influences very much	-5.627	3.890	-.521	-1.447	.186
	Work experience is more important than degrees	-1.407	2.539	-.272	-.554	.595
	High level of education important for career	-4.186	3.173	-.706	-1.319	.224

a. Dependent Variable: Sum of Capital invested in Board Members

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.218	.047	-.310	9.2349

a. Dependent Variable: Sum of Capital invested in Shareholders

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	33.987	3	11.329	.133	.938[b]
	Residual	682.263	8	85.283		
	Total	716.250	11			

a. Dependent Variable: Sum of Capital invested in Shareholders

b Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.305	49.969		.266	.797
	Work experience influences very much	-2.271	6.407	-.145	-.354	.732
	Work experience is more important than degrees	1.932	4.182	.257	.462	.656
	High level of education important for career	1.636	5.227	.190	.313	.762

a. Dependent Variable: Sum of Capital invested in Shareholders

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.368	.136	-.189	5.3811

a. Dependent Variable: Sum of Capital invested in Employees

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	36.347	3	12.116	.418	.745[b]
	Residual	231.653	8	28.957		
	Total	268.000	11			

a. Dependent Variable: Sum of Capital invested in Employees

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	31.288	29.117		1.075	.314
	Work experience influences very much	.966	3.733	.101	.259	.802
	Work experience is more important than degrees	-2.508	2.437	-.545	-1.029	.333
	High level of education important for career	-2.483	3.046	-.472	-.815	.439

a. Dependent Variable: Sum of Capital invested in Employees

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.143	.020	-.347	4.2525

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.999	3	1.000	.055	.982[b]
	Residual	144.668	8	18.083		
	Total	147.667	11			

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-5.725	23.010		-.249	.810
	Work experience influences very much	1.156	2.950	.162	.392	.705
	Work experience is more important than degrees	.239	1.926	.070	.124	.904
	High level of education important for career	.622	2.407	.159	.258	.803

a. Dependent Variable: Sum of Capital invested in Business Friends (internal)

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.331	.109	-.225	3.2348

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.286	3	3.429	.328	.806[b]
	Residual	83.714	8	10.464		
	Total	94.000	11			

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.041	17.503		.174	.866
	Work experience influences very much	-.569	2.244	-.100	-.254	.806
	Work experience is more important than degrees	.758	1.465	.278	.517	.619
	High level of education important for career	-.315	1.831	-.101	-.172	.868

a. Dependent Variable: Sum of Capital invested in Business Friends (external)

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.619	.384	.152	1.9014

a. Dependent Variable: Sum of Capital invested in Competitors

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	17.995	3	5.998	1.659	.252[b]
	Residual	28.922	8	3.615		
	Total	46.917	11			

a. Dependent Variable: Sum of Capital invested in Competitors

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.478	10.288		1.407	.197
	Work experience influences very much	-1.692	1.319	-.422	-1.282	.236
	Work experience is more important than degrees	-.973	.861	-.506	-1.130	.291
	High level of education important for career	-.454	1.076	-.206	-.422	.684

a. Dependent Variable: Sum of Capital invested in Competitors

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.442	.195	-.107	.8341

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.351	3	.450	.647	.606[b]
	Residual	5.566	8	.696		
	Total	6.917	11			

a. Dependent Variable: Sum of Capital invested in Professional Institutes

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.258	4.513		-.279	.788
	Work expenence influences very much	.607	.579	.394	1.048	.325
	Work expenence is more important than degrees	-.298	.378	-.404	-.790	.452
	High level of education important for career	-3.4E-03	.472	-.004	-.007	.994

a Dependent Variable: Sum of Capital invested in Professional Institutes

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.421	.177	-.132	2.2736

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.896	3	2.965	.574	.648[b]
	Residual	41.354	8	5.169		
	Total	50.250	11			

a. Dependent Variable: Sum of Capital invested in Industry Groups

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-13.681	12.302		-1.112	.298
	Work experience influences very much	1.539	1.577	.371	.976	.358
	Work experience is more important than degrees	.685	1.030	.344	.665	.525
	High level of education important for career	1.531	1.287	.671	1.189	.268

a. Dependent Variable: Sum of Capital invested in Industry Groups

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of educatio n important for career, Work experien ce influenc es very much, Work experien ce s more important than degrees[c,d]	.	.470	.221	-.071	1.2083

a. Dependent Variable: Sum of Capital invested in the Arts

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.320	3	1.107	.758	.548[b]
	Residual	11.680	8	1.460		
	Total	15.000	11			

a. Dependent Variable: Sum of Capital invested in the Arts

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-9.146	6.538		-1.399	.199
	Work expenence influences very much	1.041	.838	.459	1.241	.250
	Work experience is more important than degrees	.410	.547	.377	.750	.475
	High level of education important for career	.880	.684	.706	1.286	.234

a. Dependent Variable: Sum of Capital invested in the Arts

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]	.	.498	.248	-.035	2.6323

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18.236	3	6.079	.877	.492[b]
	Residual	55.431	8	6.929		
	Total	73.667	11			

a. Dependent Variable: Sum of Capital invested in Environmental Groups

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-16.539	14.243		-1.161	.279
	Work experience influences very much	1.546	1.826	.308	.846	.422
	Work experience is more important than degrees	1.586	1.192	.658	1.331	.220
	High level of education important for career	1.427	1.490	.517	.958	.366

a. Dependent Variable: Sum of Capital invested in Environmental Groups

Regression

Model Summary[a,b]

Model	Variables Entered	Variables Removed	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	High level of education important for career, Work experience influences very much, Work experience is more important than degrees[c,d]		.422	.178	-.131	4.1511

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Method: Enter

c. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

d. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29.811	3	9.937	.577	.646[b]
	Residual	137.856	8	17.232		
	Total	167.667	11			

a. Dependent Variable: Sum of Capital invested in Charity/Society

b. Independent Variables: (Constant), High level of education important for career, Work experience influences very much, Work experience is more important than degrees

Coefficients[a]

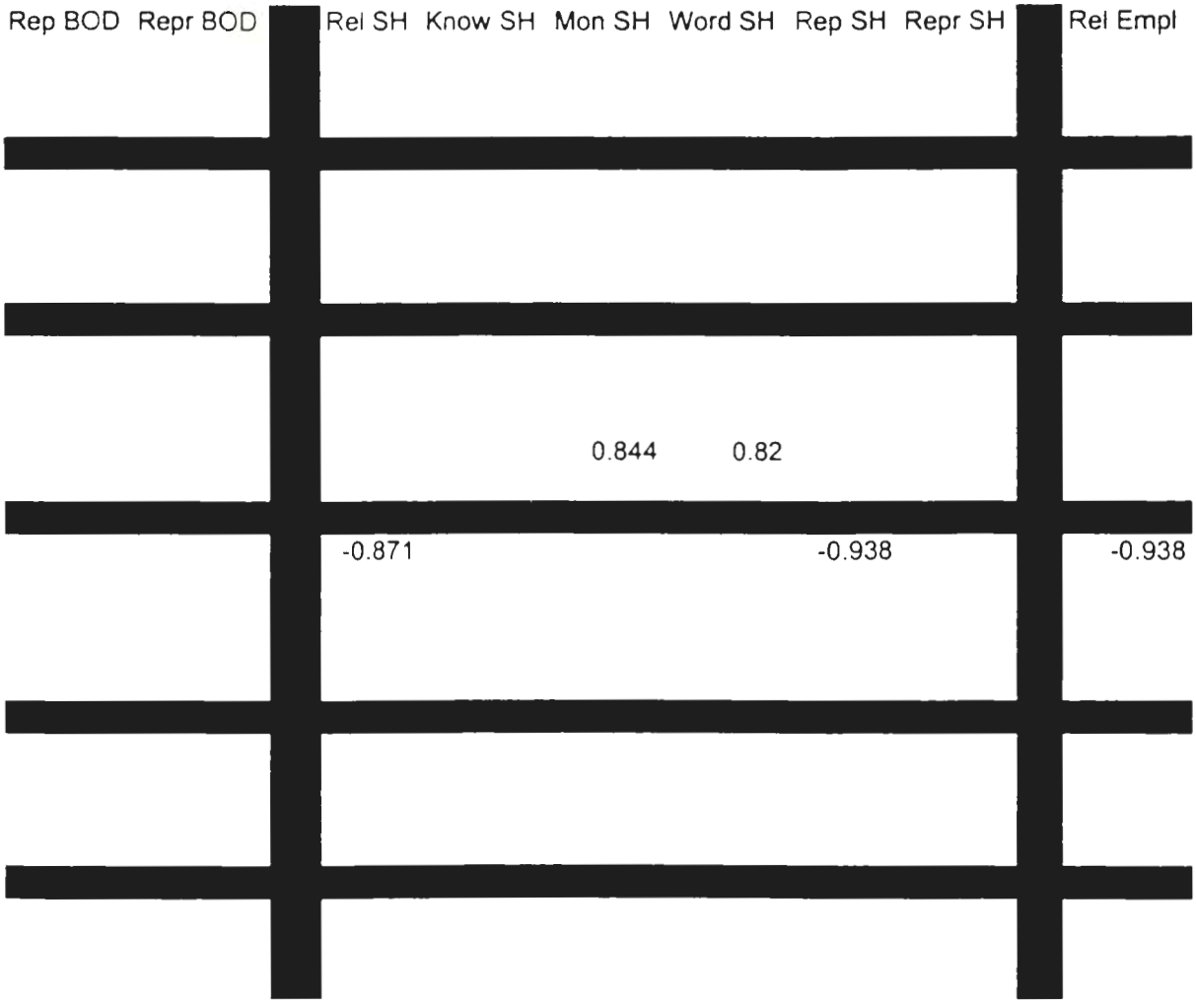
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-15.593	22.461		-.694	.507
	Work experience influences very much	3.305	2.880	.436	1.148	.284
	Work experience is more important than degrees	-.424	1.880	-.116	-.225	.827
	High level of education important for career	1.347	2.349	.324	.574	.582

a. Dependent Variable: Sum of Capital invested in Charity/Society

Appendix 18

Matrix Social Dimensions – Capital Investment German Respondents

		Rel BOD	Know BOD	Mon BOD	Word BOD
Age				0.828	
Length of Position held				0.84	
Had strict upbringing by parents	P				
Upbringing influences actions today					
Parents had great influence					
Background of Parents					
University influenced very much	U				
Still contact with friends from Uni					
University best in country					
Right' University important					
Highest academic title held					
School had strict rules for punishment	S				0.955
School best in area					
School influences actions today					
Right' school important				0.98	
Private/State school					
Work experience influenced very much	W				
Work experience more important than degrees					
High level of education important		0.816			0.837
Highest non-academic title held					
Standard Industry Classification	IND				


Rep BOD
Repr BOD
Rel SH
Know SH
Mon SH
Word SH
Rep SH
Repr SH
Rel Empl
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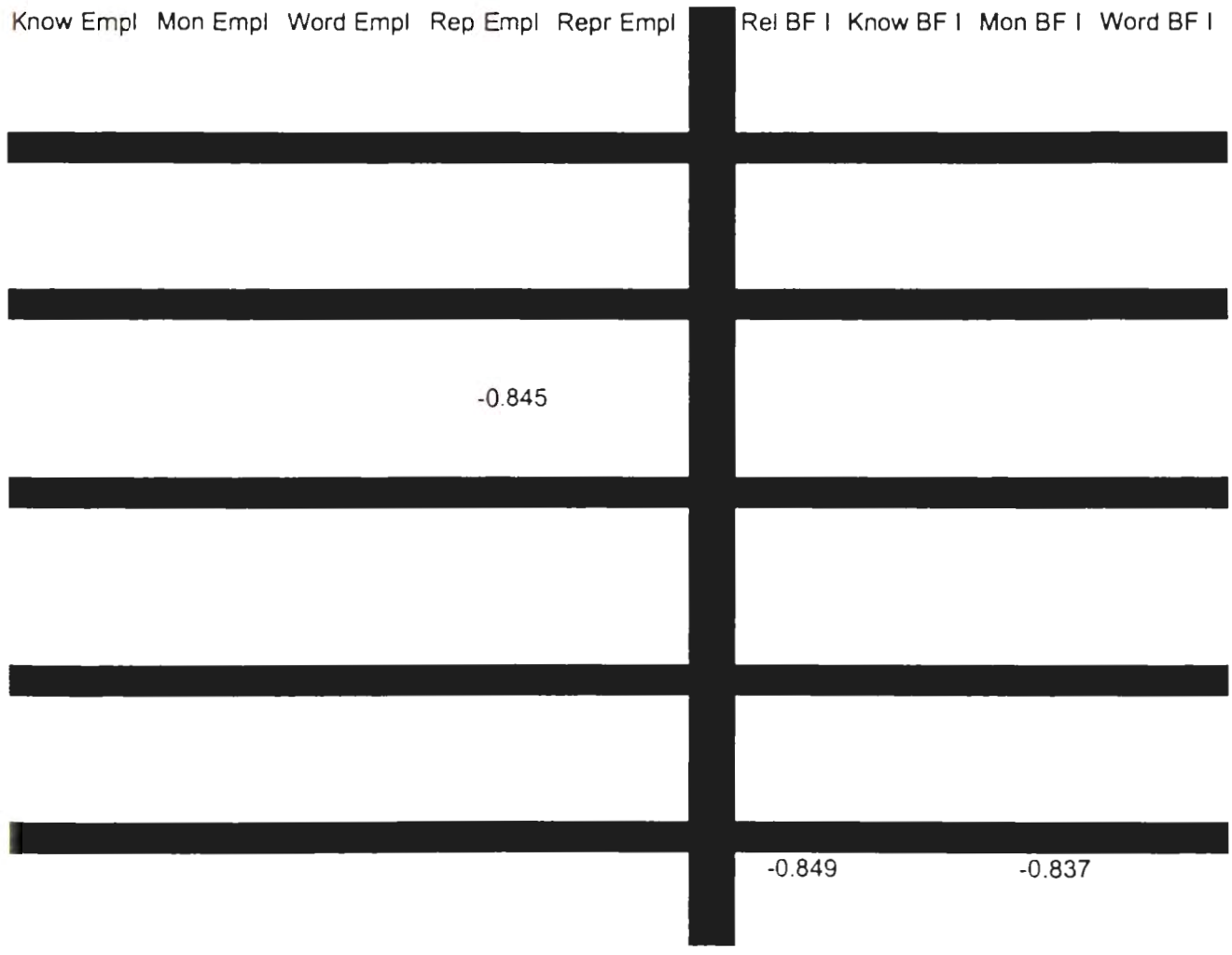
-0.938
-0.938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Mon Empl
Word Empl
Rep Empl
Repr Empl
Rel BF I
Know BF I
Mon BF I
Word BF I
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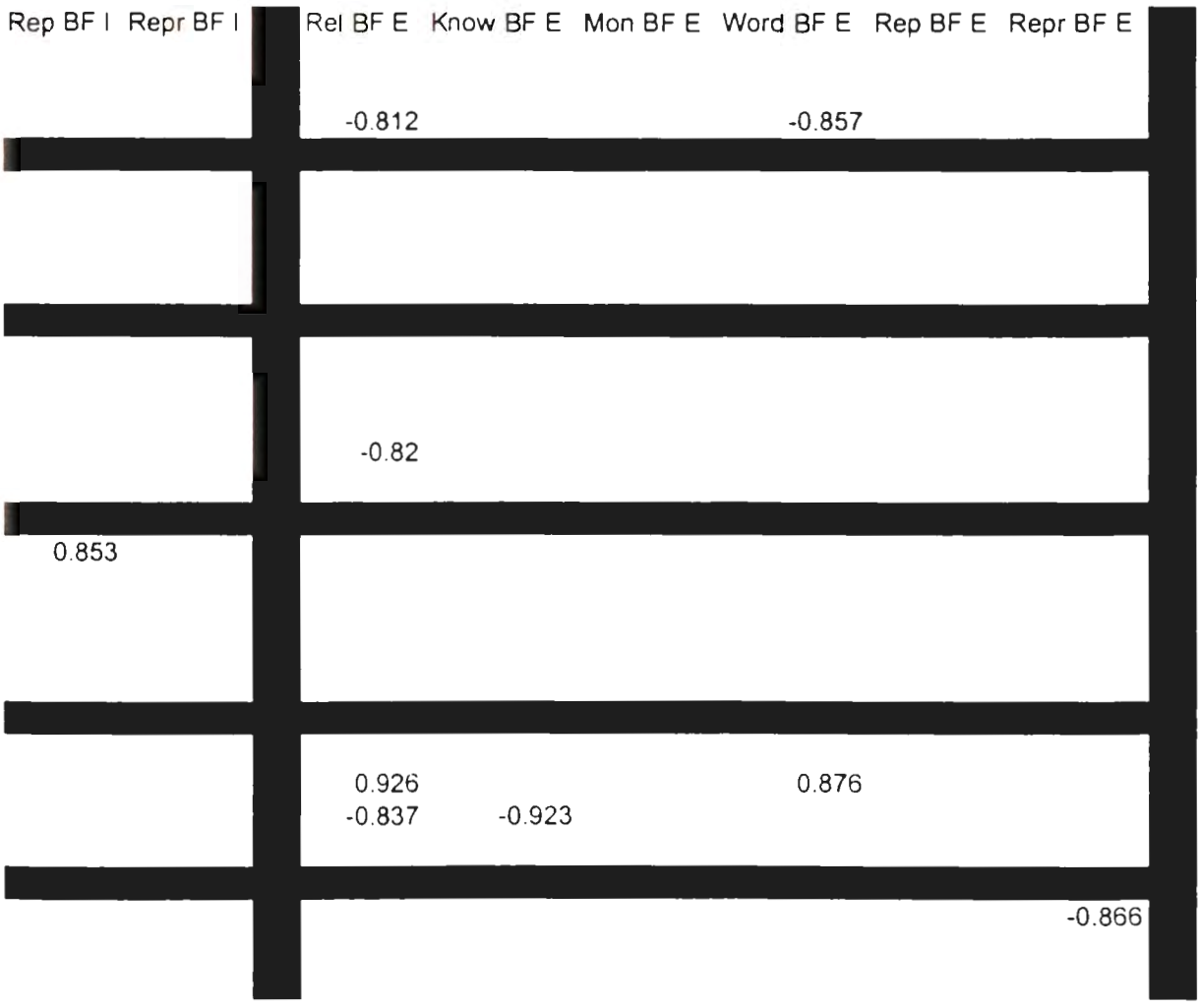
-0.849
-0.837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Repr BF I
Rel BF E
Know BF E
Mon BF E
Word BF E
Rep BF E
Repr BF E
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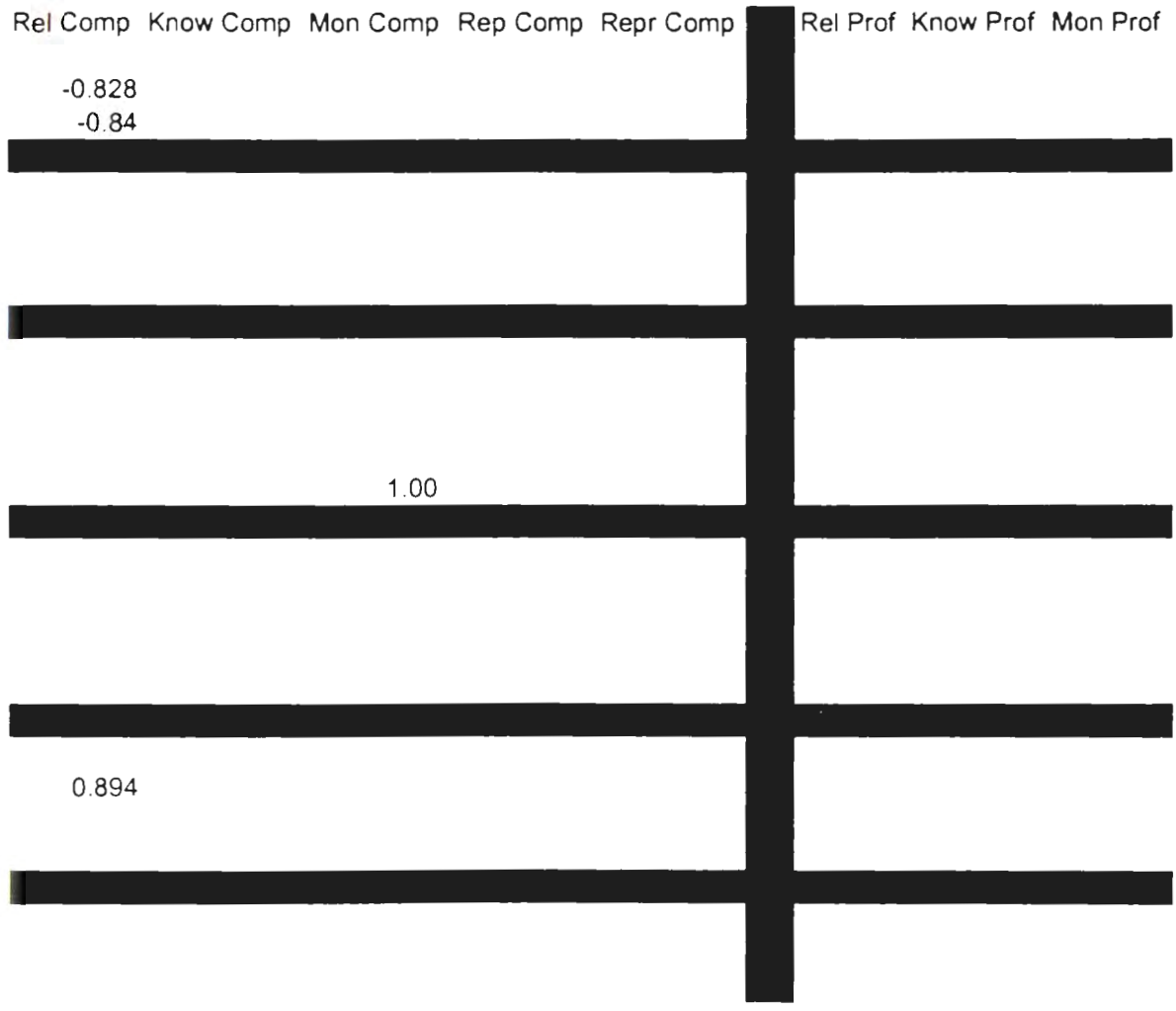
0.876
-0.866


Rel Comp
Know Comp
Mon Comp
Rep Comp
Repr Comp
Rel Prof
Know Prof
Mon Prof
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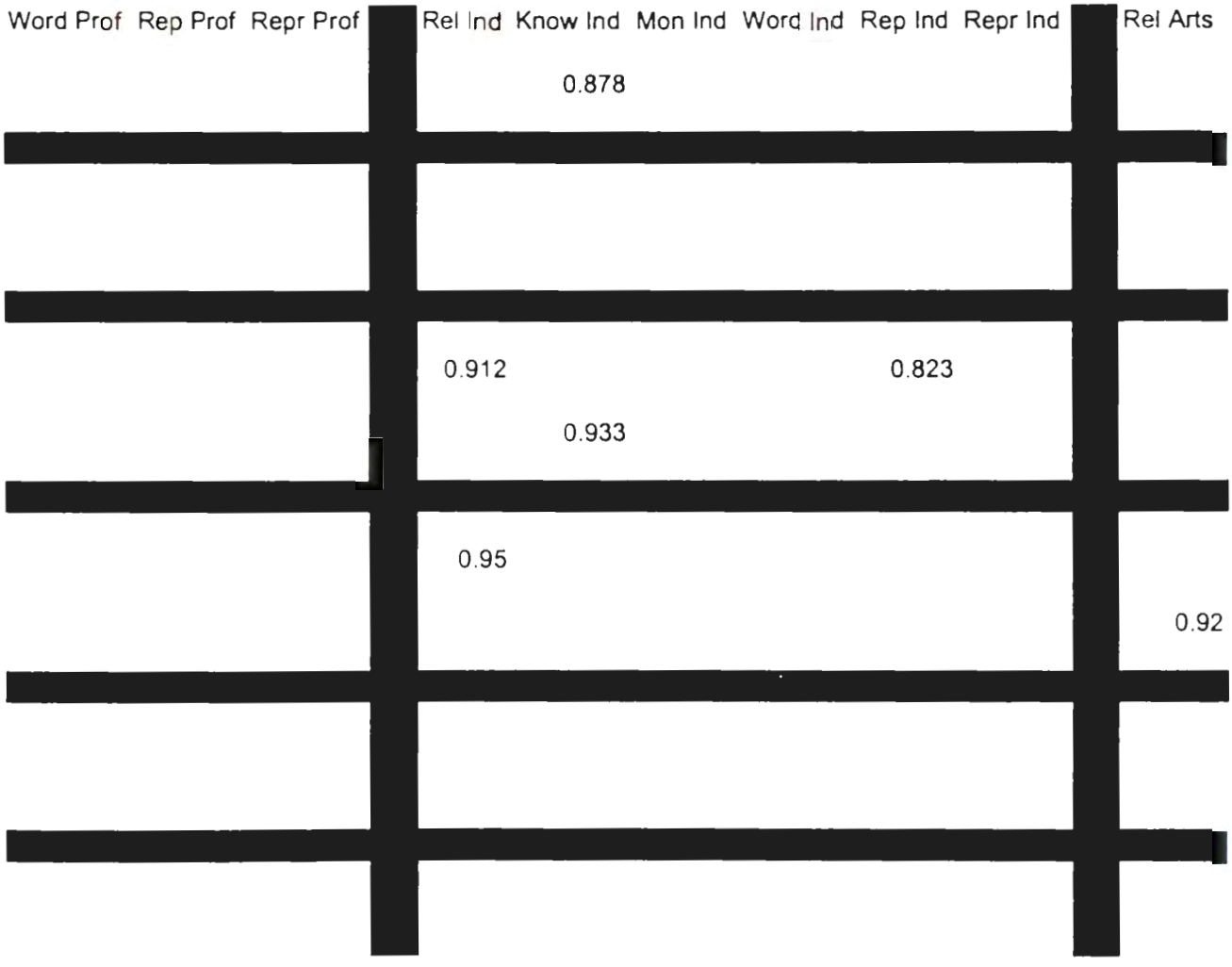
-0.84
1.00
0.894


Word Prof
Rep Prof
Repr Prof
Rel Ind
Know Ind
Mon Ind
Word Ind
Rep Ind
Repr Ind
Rel Arts
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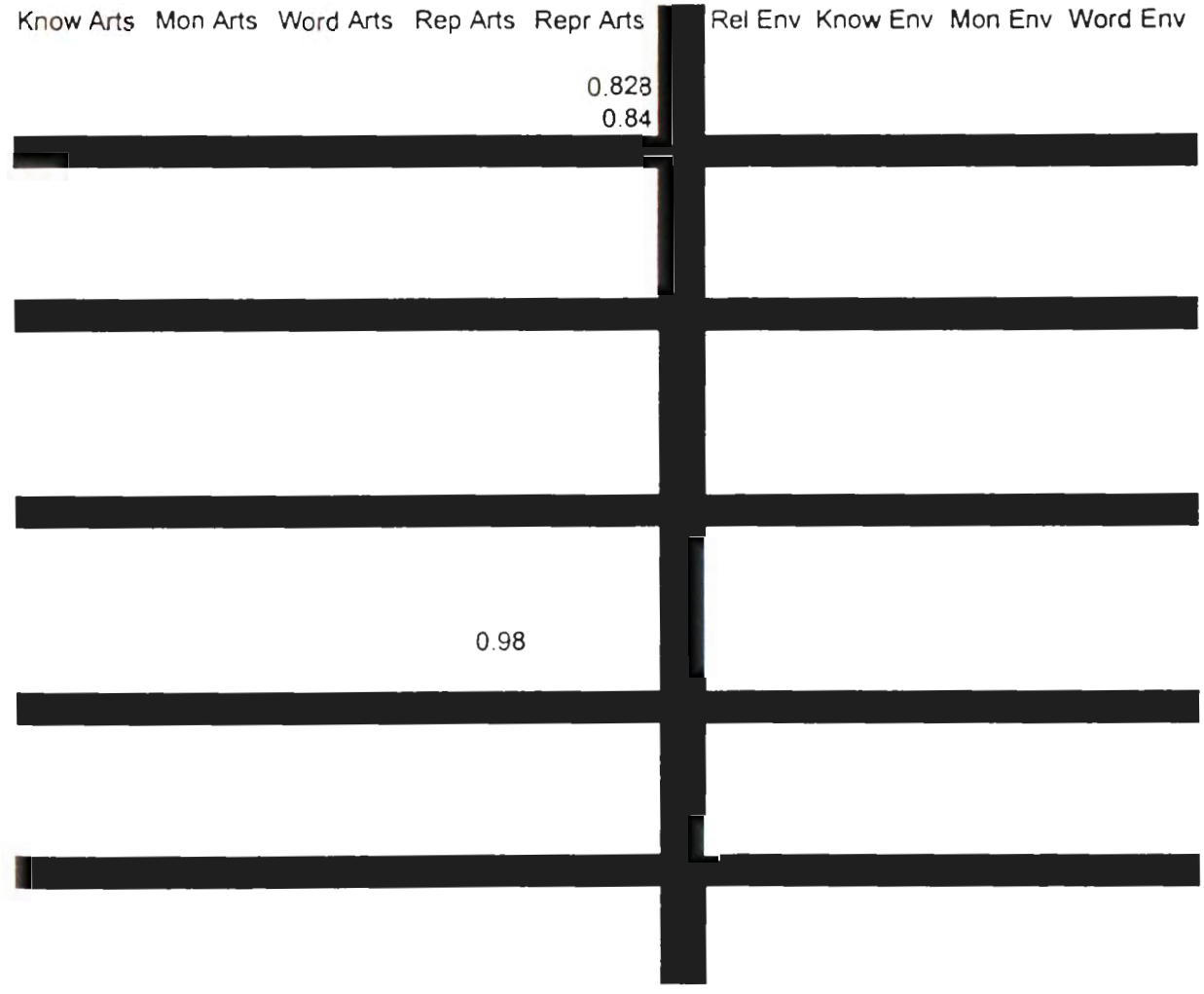
0.912
0.823
0.933
0.95
0.92


Know Arts
Mon Arts
Word Arts
Rep Arts
Repr Arts
Rel Env
Know Env
Mon Env
Word Env
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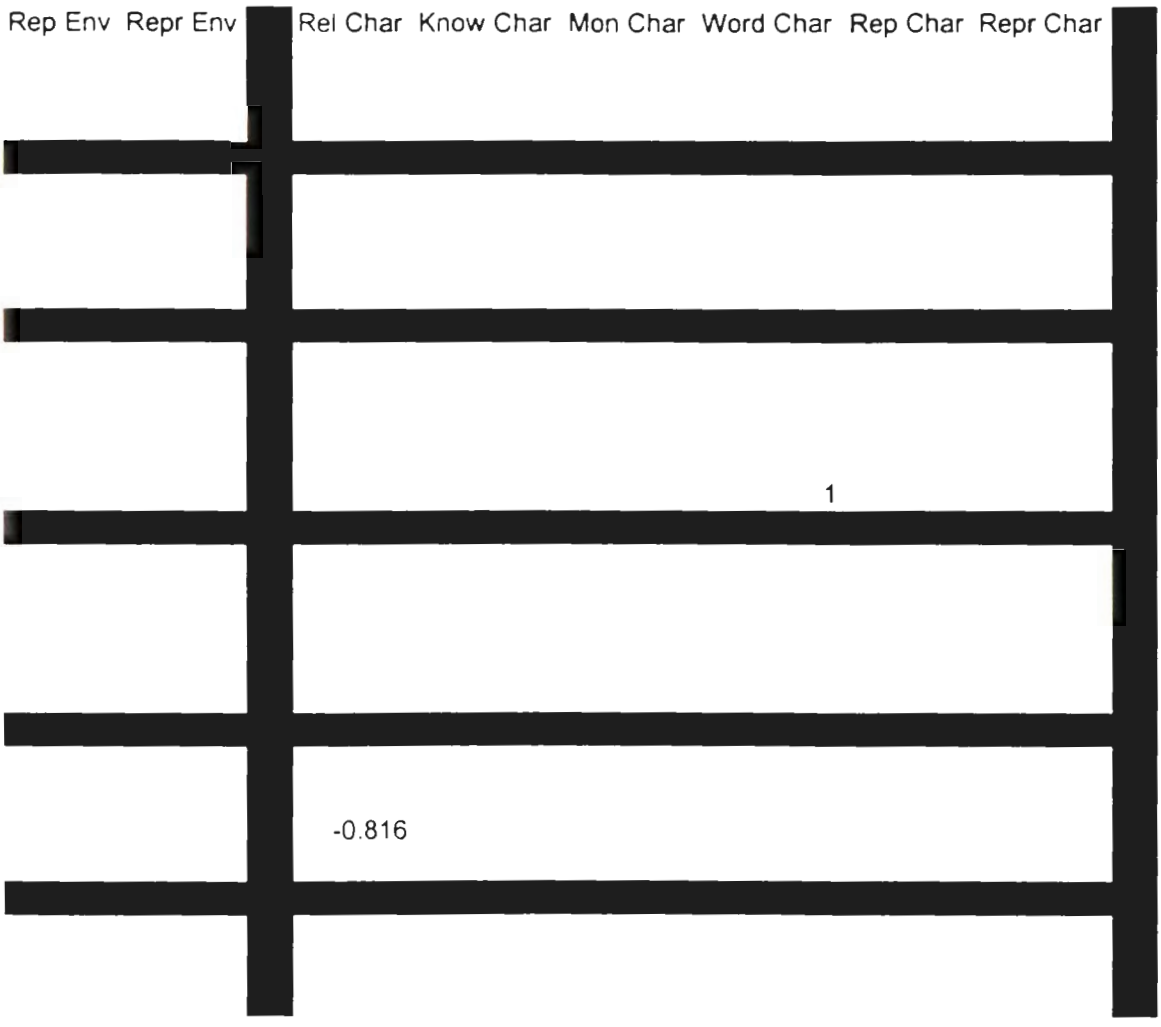
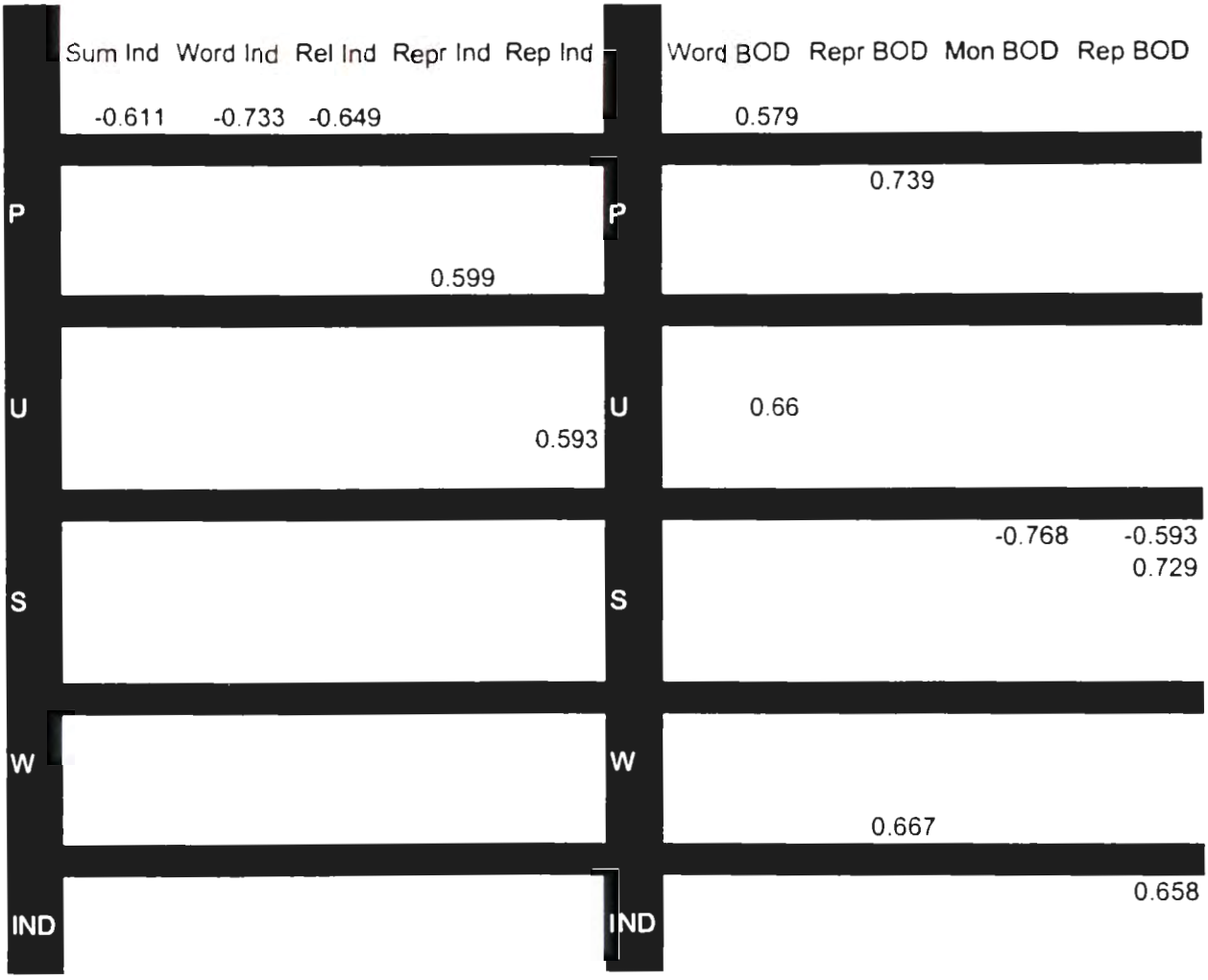
0.84
0.98


Rep Env
Repr Env
Rel Char
Know Char
Mon Char
Word Char
Rep Char
Repr Char
1
-0.816

Appendix 19

Matrix Social Dimensions – Capital Investment UK Respondents

		Rel Env	Mon Env	Repr Env	Sum Env	Know Env
Age		-0.585	-0.586	-0.595		
Length of Position held					-0.65	
Had strict upbringing by parents	P					
Upbringing influences actions today						
Parents had great influence						
Background of Parents			0.591			
University influenced very much	U					
Still contact with friends from Uni						
University best in country						
Right' University important		0.616	0.725	0.722	0.591	0.593
Highest academic title held						
School had strict rules for punishment	S					
School best in area						
School influences actions today						-0.592
Right' school important						
Private/State school						
Work experience influenced very much	W					
Work experience more important than degrees						
High level of education important						
Highest non-academic title held						
Standard Industry Classification	IND	-0.604				


Sum Ind
Word Ind
Rel Ind
Repr Ind
Rep Ind
Word BOD
Repr BOD
Mon BOD
Rep BOD
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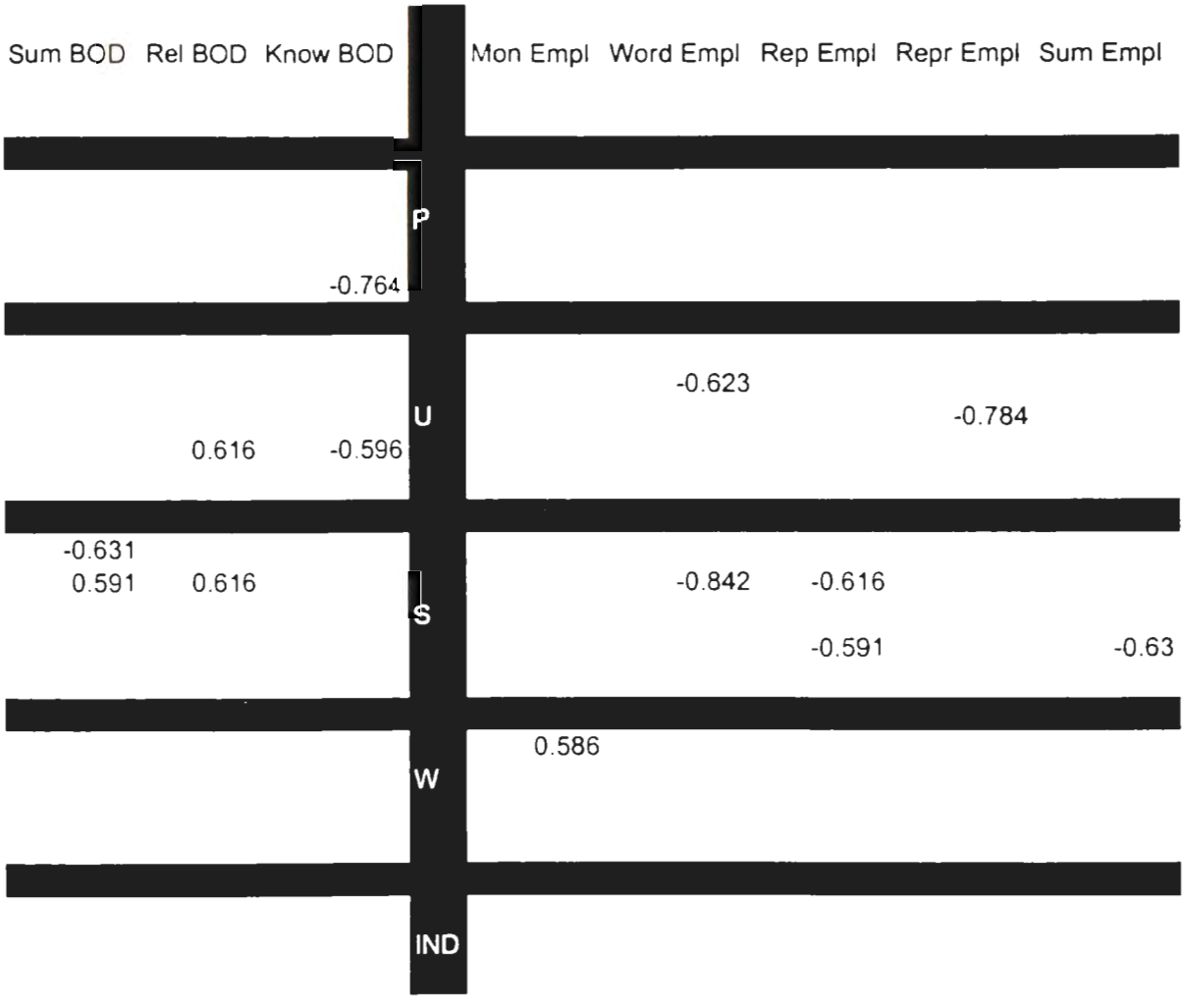
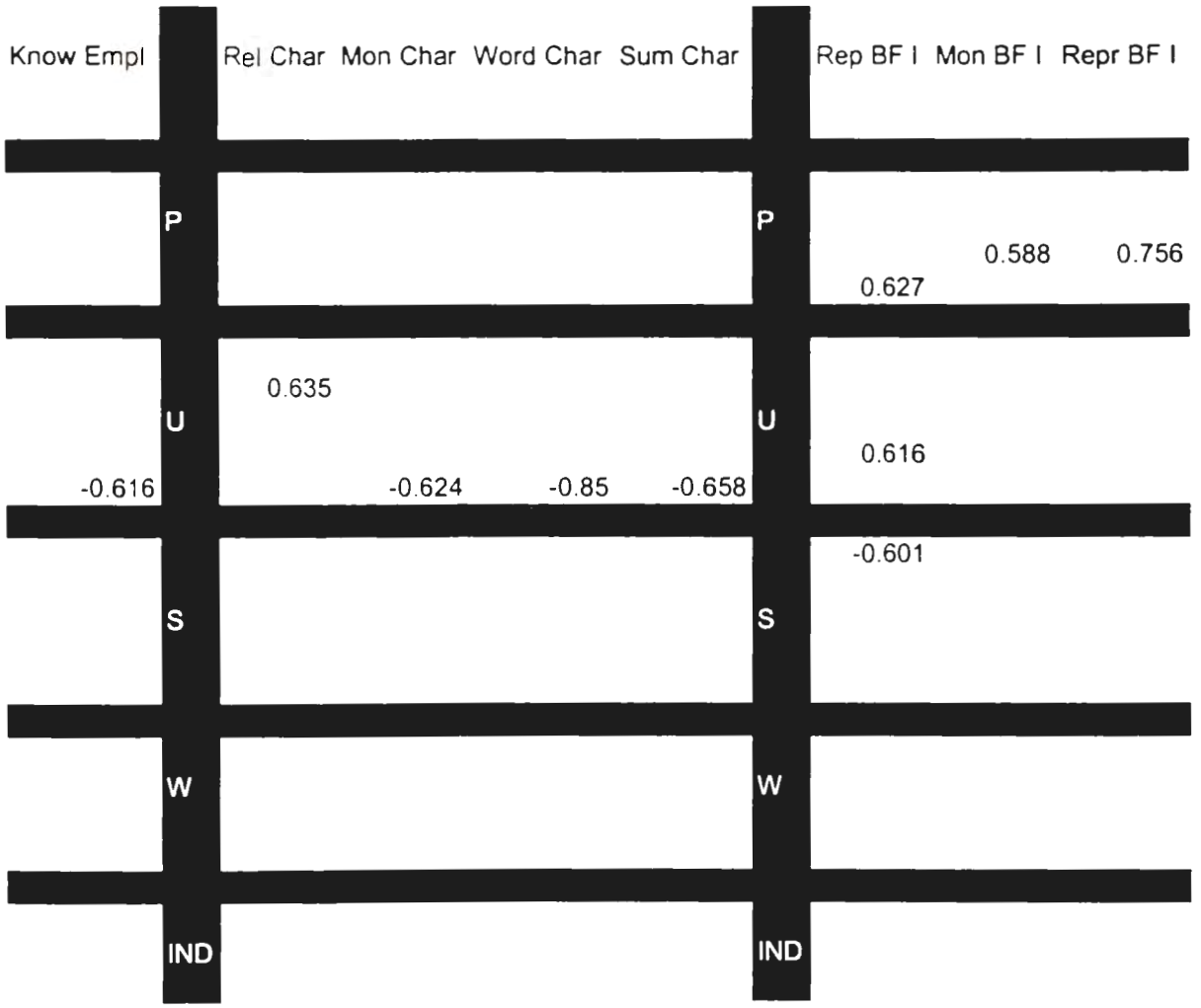
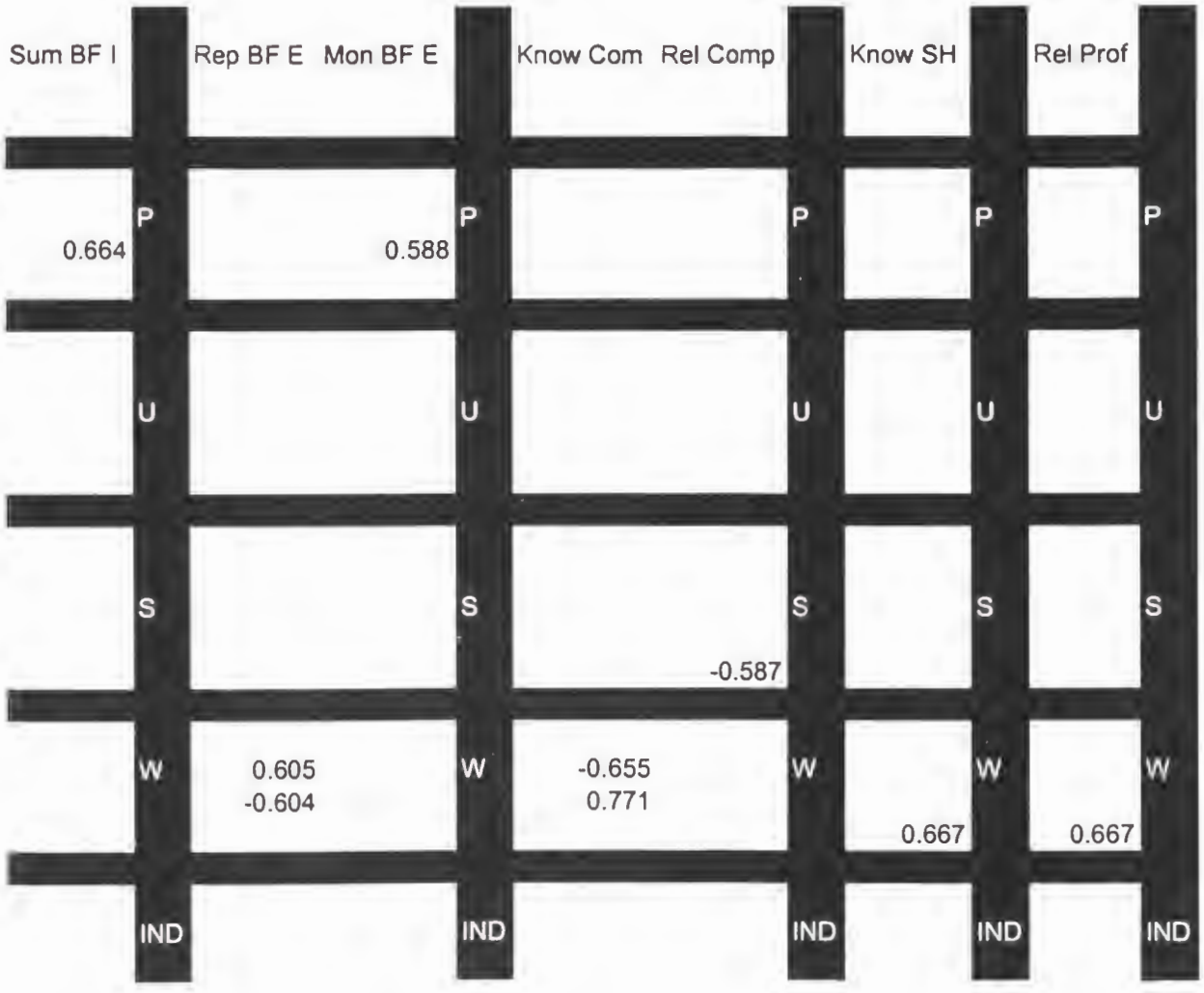
-0.733
-0.649
0.579
0.739
P
P
0.599
U
U
0.66
0.593
-0.768
-0.593
0.729
S
S
W
W
0.667
0.658
IND
IND


Sum BOD
Rel BOD
Know BOD
Mon Empl
Word Empl
Rep Empl
Repr Empl
Sum Empl
P
-0.764
U
-0.623
-0.784
0.616
-0.596
-0.631
0.591
0.616
S
-0.842
-0.616
-0.591
-0.63
0.586
W
IND

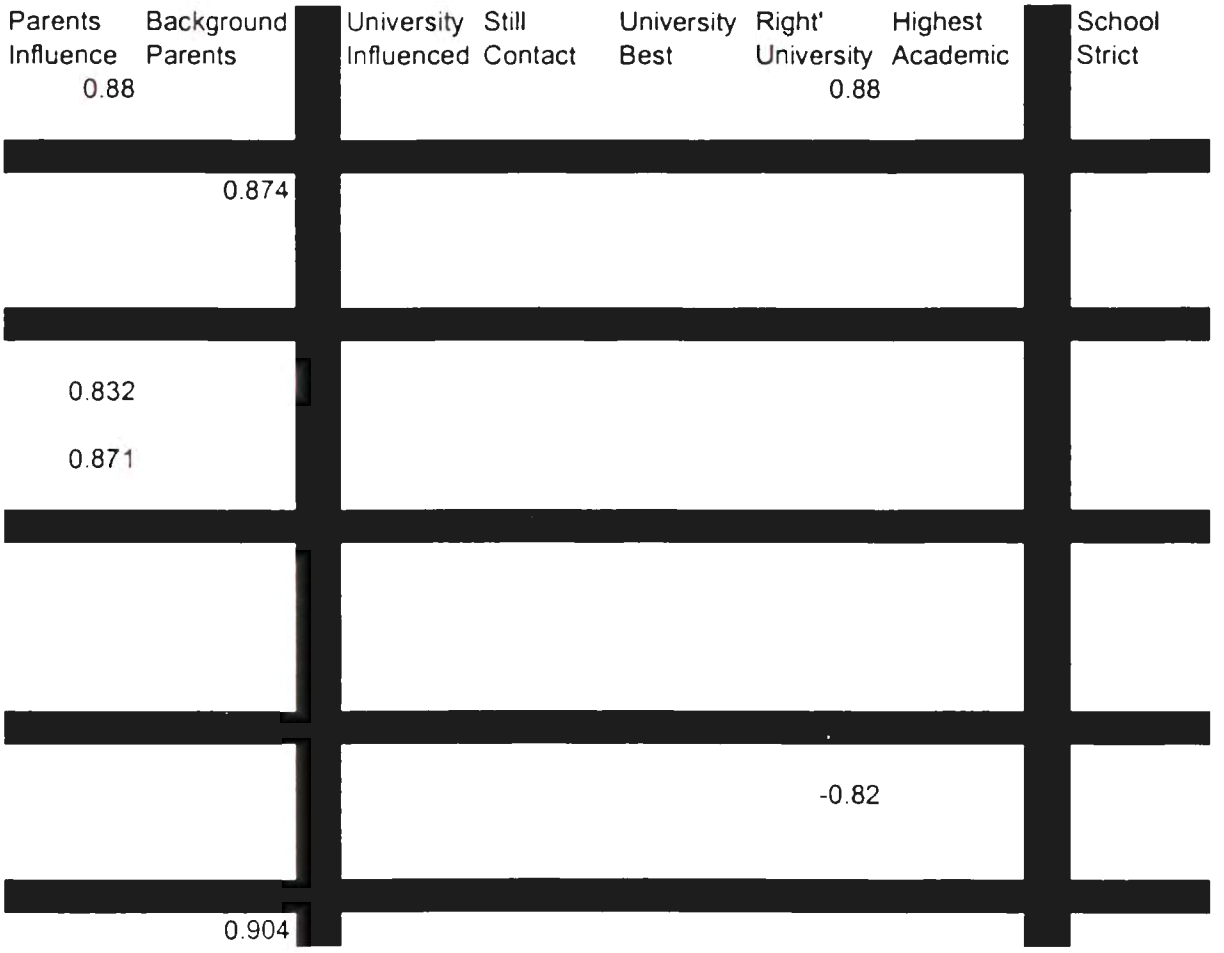

Know Empl
Rel Char
Mon Char
Word Char
Sum Char
Rep BF I
Mon BF I
Repr BF I
P
U
S
W
IND
P
U
S
W
IND
0.588
0.756
0.627
0.635
0.616
-0.616
-0.624
-0.85
-0.658
-0.601


Sum BF I
Rep BF E
Mon BF E
Know Com
Rel Comp
Know SH
Rel Prof
P
U
S
W
IND
0.664
0.588
-0.587
0.605
-0.604
-0.655
0.771
0.667
0.667

Appendix 20

Matrix Social Dimensions – Social Dimensions German Respondents

	Age	Length	Strict Upbringing	Upbringing Influences
Age		0.928		
Length of Position held				
Had strict upbringing by parents				
Upbringing influences actions today				
Parents had great influence				
Background of Parents				
University influenced very much				
Still contact with friends from Uni				
University best in country				
Right' University important				
Highest academic title held				
School had strict rules for punishment				
School best in area				
School influences actions today				
Right' school important				
Private/State school				
Work experience influenced very much				
Work experience more important than degrees				
High level of education important				
Highest non-academic title held				
Standard Industry Classification			0.862	


Parents Influence
Background Parents
University Influenced
Still Contact
University Best
Right' University
Highest Academic
School Strict
0.88
0.88
0.874
0.832
0.871
-0.82
0.904

School Best	School Influences	Right' School	Private/ State	Work Exp Influences	Work more Important	High level Education	Highest Non Acad
		0.845			-0.926		
		0.857			-0.939		
	0.877				-0.82		

SIC

[redacted]
0.862

[redacted]

[redacted]

[redacted]

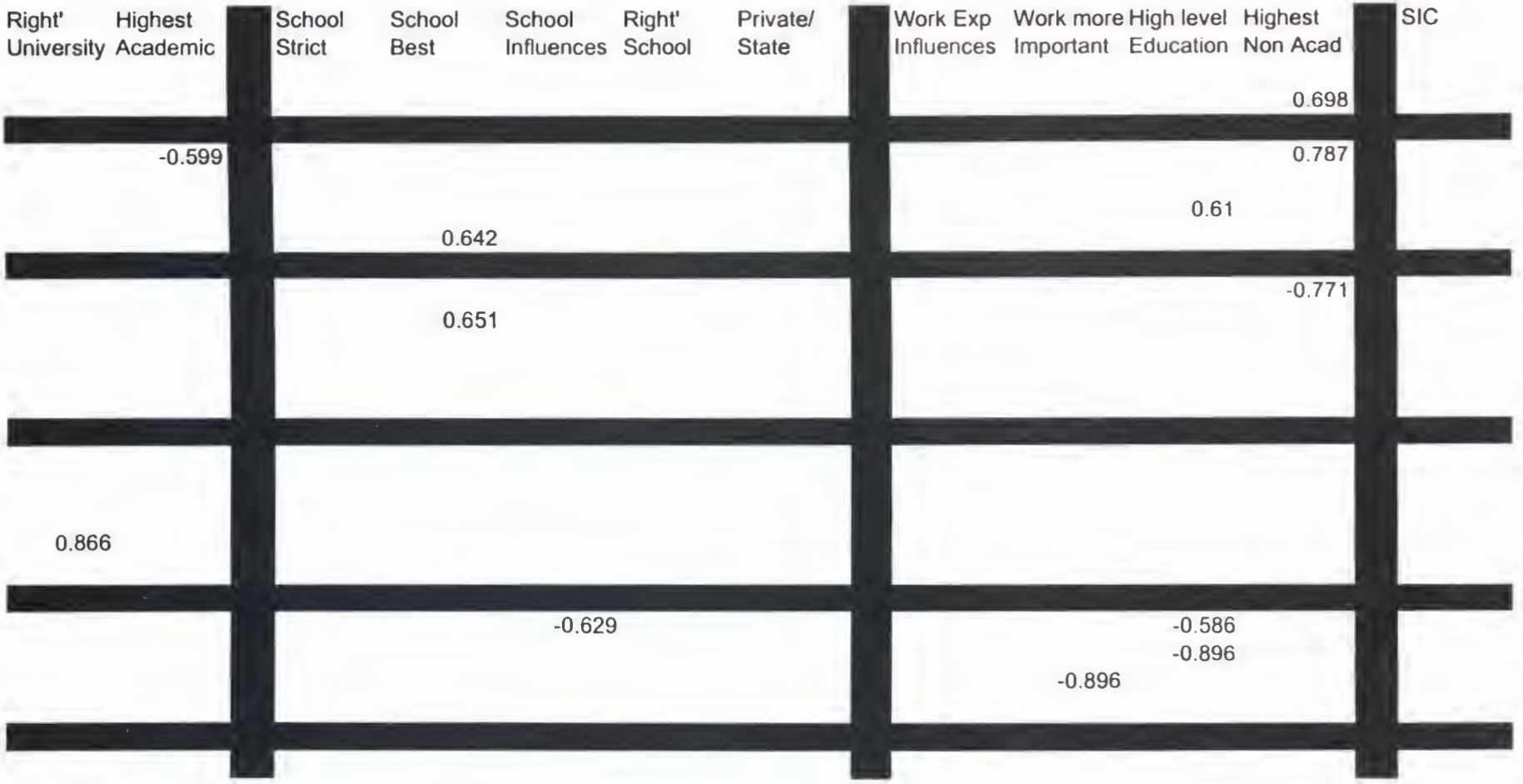
[redacted]

Appendix 21

Matrix Social Dimensions – Social Dimensions UK Respondents

	Age	Length	Strict Upbringing	Upbringing Influences	Parents Influence	Background Parents	University Influenced	Still Contact	University Best
Age									
Length of Position held									
Had strict upbringing by parents									
Upbringing influences actions today								-0 698	
Parents had great influence					0.599				
Background of Parents									
University influenced very much			-0.805						
Still contact with friends from Uni				-0.698					
University best in country									
Right' University important									
Highest academic title held			-0.599						
School had strict rules for punishment									
School best in area						0.642			
School influences actions today									
Right' school important									
Private/State school									
Work experience influenced very much									
Work experience more important than degrees									
High level of education important					0.61				
Highest non-academic title held		0.698	0.787				-0.771		
Standard Industry Classification									

Highest Academic Title Held: Inverse Interpretation (reverse scale 1=highest)


Right' University
Highest Academic
School Strict
School Best
School Influences
Right' School
Private/ State
Work Exp Influences
Work more Important
High level Education
Highest Non Acad
SIC
0.698
-0.599
0.787
0.61
0.642
-0.771
0.651
0.866
-0.629
-0.586
-0.896
-0.896